

CAUT/ACPU BULLETIN



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Will the NRC publish the Freeman file?

In September 1990 Professor Gordon Freeman published a polemic in the Canadian Journal of Physics attacking working mothers and feminism and ascribing various social ills including increased student cheating, drug abuse, embezzlement and corrupt business practices to the children of working mothers. He also characterized Marc Lépine as a victim of feminism. How this article came to be published and the reaction of the university community and of the anglophone media to it are the subject of this news story.

Le professeur Gordon Freeman a publié en septembre 1990 un article polémique dans le Journal canadien de physique; en effet, il y attaque les mères au travail et le féminisme et impute divers maux sociaux notamment la hausse du nombre d'étudiants qui trichent, des toxicomanies, des escroqueries et des pratiques commerciales malhonnêtes aux enfants de mères qui travaillent. Il a également caractérisé Marc Lépine comme une victime du féminisme. Comment un tel article peut-il être publié et la réaction de la communauté universitaire et des médias anglophones constituent le fond de cet article.

Donald C. Savage

The Freeman affair started in September 1990 when the *Canadian Journal of Physics* (CJP) printed a polemic by Gordon Freeman against working mothers and feminists and in favour of, *inter alia*, discouraging the creation of day-care by business, reducing drug research, limiting divorce and making it a barrier to appointment to senior jobs and political posts, favouring TV ads to promote male and female virginity until marriage, and emphasizing the psychosomatic nature of many diseases.

Freeman alleges that from his personal observation there has been a significant increase in cheating among students and that this is caused by the state of mind of children of working mothers. The same state of mind is responsible for drug

use, corrupt business practices, infidelity, embezzlement, and teenage sex. Women do not belong in the workforce, he argued, because "the majority of women were equipped by nature to be nurturers, and most men were not." Freeman rejects as artificial standard social science procedures such as surveys and controlled experiments and prefers to rely on what he calls the application of wisdom. He also states that he is ushering in a new era in sociology.

The author is a chemist at the University of Alberta. That issue of the CJP was devoted to the proceedings of a conference on the kinetics of nonhomogeneous processes, i.e. chaos theory. Freeman was the organizer of the conference and hence of the papers although his paper was not, in fact, given at the

conference. Nevertheless the article was printed as part of the special issue on the conference with the full support of the then editor, Professor Ralph Nicholls of the Centre for Research in Earth and Space Science at York University.

All articles of the CJP were then peer-reviewed by one person, and Professor Nicholls says the Freeman paper was so reviewed, but he has steadfastly refused to divulge the name of the reviewer, or to produce the review, nor has the reviewer been prepared to come forward to join the debate. Professor Nicholls says he was not told the article had not been given at the symposium and in that sense was misled. This is denied by Professor Freeman.

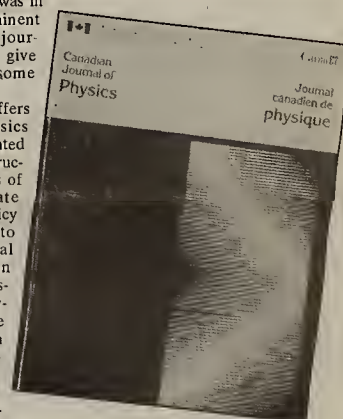
In any event Professor Nicholls dismisses the attacks on the CJP as merely an example of political correctness at work. The National Research Council is the publisher of the CJP and a number of other major scientific periodicals.

Ever since there has been a growing uproar. At York there were vigorous protests. Selma Zimmerman, a biologist, said the article was "part of a backlash against gains women have made in recent years. The fact

that the article was in the CJP, an eminent peer-reviewed journal, appears to give that backlash some credibility."

Professor Jeffers of the physics department pointed out that the instructions to authors of the journal state that it is the policy of the journal to publish original articles on physics. Professor Janice Newson regarded the article as an insult to sociology and one that ignored the extensive literature on the interaction between family units and society. Professor Lee Lorch of the department of mathematics said it made Canadian science the laughingstock of the scientific world.

A petition then circulated to have the issue recalled and republished without the Freeman article, a device sometimes used when fraud is proved in relation to a scientific article. This then precipitated an argu-



ment in the Toronto media as to whether this would infringe the academic freedom of Professor Freeman.

However, as Professor Newson pointed out in a letter to CAUT: "The issue is Freeman's use of his position as guest editor to authorize his views as science and academi-

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CAUT President Alan Andrews presented the CAUT Milner Memorial Award to Professor Jon Thompson (Mathematics and Statistics, University of New Brunswick) at the January meeting of Council (story page 8). Le président de l'ACPU, M. Alan Andrews, remet le Prix commémoratif Milner de l'ACPU au professeur Jon Thompson (Mathématique et statistique, Université du Nouveau-Brunswick) au cours de la réunion du Conseil de janvier.



Loss of a colleague

It is with deep sadness that CAUT reports the death of Professor Richard Powers on February 28, following a battle with lung cancer. Dr. Powers, of the Department of Political Science at the University of Victoria, was a current member of the CAUT Executive Committee and had served CAUT in many capacities during the past two decades. He is survived by his wife Laura.

L'ACPU a la grande tristesse d'annoncer le décès du professeur Richard Powers, le 28 février dernier, à la suite d'une longue lutte contre le cancer du poulmon. Attaché à la faculté de Science politique de l'université de Victoria, le professeur Powers était membre du Comité de direction de l'ACPU et il s'était acquitté de nombreuses fonctions dans le cadre de divers mandats au cours des deux dernières décennies. Il laisse dans le deuil sa femme Laura.

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LETTERS/COURRIER

"Third World" reflects unfortunate acculturation

Central to the controversy involving Dean William Mackness of the University of Manitoba's Faculty of Management has been his intently private statement in a letter to his predecessor that "if we don't do something soon, we will all retire together and leave the place to Third World mathematicians."

The Canadian Association of University Teachers Committee of Inquiry while concluding that the dean was not discriminatory on either the basis of age or race, nonetheless thought that his statement "can be characterized as racist; it is objectionable, repulsive and inexcusable" (CAUT Bulletin, Dec. 1992, p. 15).

That, essentially, was the same view expressed in September 1990 by the University of Manitoba Faculty Association, the Graduate Students Association, the University of Manitoba Students Union, and University of Manitoba President Dr. Naimark, who said "the university regards the expression used by Dean Mackness ... to be offensive and unacceptable" (U of M Bulletin, Sept. 20/90).

The dean himself referred to "a poor choice of words which I deeply regret." He was quoted as having apologized for "the flippant observation," and felt supported by a letter from Donald Ross to the *Free Press* (Sept. 9/90) which assessed the remark as "a jocular comment from one person to another."

The dean's and Mr. Ross's evaluations underline the extent to which a dignified concept has been vitiated. "Third world," credited to the French political scientist Alfred Sauvy in 1952, was given wide circulation by *Tiers Monde* in 1956 in commenting on the 1955 Asia-Africa Conference held at Bandung.

The journalist John Hearn writes: "As Sauvy and *Tiers Monde* conceived it, the 'Third World' was meant to describe a political idea ... a grouping of political interests able to promote a political alternative to the potential tyranny of the two monster empires which now shared control of the earth ... the term sticks, in part a product of lingering racism, in part an easy dismissive label ... The Third World was an idea that never materialised but it should not become, or be countenanced as a facile phrase meaning black or brown or backward" (*Democracy Today*, Vol. 4, No. 10, Nov/Dec. 1988), but that is what has occurred.

The distorted usage of "Third World" results from societal acculturation, and the dean's vocabulary exemplifies the inevitable consequence of that process. A university should have as a focal point of its mission the fostering of language and ideas which promote the commonality of the human race.

Donald K. Gordon
University of Manitoba and
Jamaican Honorary Consul at Winnipeg

Canadian research policy in 'pathetic' shape

The articles by Fred Wilson (University Presidents Riding Coattails of Smith's Shabby Research) and Alan Andrews (Research Clawback, Another Tory Display of Bad Faith) demonstrates the pathetic state of Canadian research policy.

There seems little doubt that pursuing Smith's cocktail of solutions for inadequate teaching in our universities will guarantee that this nation continues to be one of drawers of water, hewers of wood, and small American branch plant factories. It is through the efforts of individuals like Stuart Smith and earlier Liberal governments that the policy of limited public support for science through the granting agencies was evolved.

Unfortunately, even with progressive reports by the prime minister's own Science Committee (NABST) and by government science and technology committees recommending very substantial increases in science in granting agency budget, the government of the day has seen fit to claw back the four per cent increase promised to zero per cent.

Let's look for a moment at what our American relatives are suffering, even while they complain bitterly about support for science and technology in that country. In 1991-92 the National Institute of Health had a budget increase of 9.2 per cent with a similar 7.1 per cent increase occurring for the current year. This compares to increases of four per cent and zero per cent for the same time for the Canadian Medical Research

Council. Little wonder that we as a nation are in trouble outside of our natural resource industries.

Mark J. Poznansky
President, Scientific Director
The John P. Roberts
Research Institute

Taking aim at guns

Whether or not gun control laws are effective, and whether or not the CAUT should formally take sides in the debate are questions too extensive for a short letter. But one part of Peter Fankboner's letter in the December 1992 *Bulletin* calls for comment: the assertion that the Concordia killings are a people problem, not a gun problem.

The fact is that they are both a people problem and a gun problem, because only a gun would enable one individual to kill four others under such conditions. He could hardly have stabbed or bludgeoned four people before being overpowered. Poison and ingenious mechanical devices are very rare outside fiction. The only practical alternative would be a bomb, and bombs are much harder to aim than guns. Guns are part of the problem because they are the most efficient and powerful killing machines available.

William Kinsley
Études anglaises
Université de Montréal

**Prisoner of the Month
Cuba**

Amador Blanco Hernandez is being held in solitary confinement at the headquarters of the Department of State Security (DSE) in Santa Clara. A former professor of history at the Central University of Las Villas, Amador is now President of the unofficial "José Martí" National Human Rights Commission.

He was arrested on Dec. 10, 1992 for being in possession of so-called enemy propaganda, which included the Universal Declaration of Human Rights and a number of reports of human rights violations.

Since his imprisonment, Amador has not had access to a lawyer, although he is receiving regular visits from his family. On Dec. 16 he began a hunger strike to protest his arrest. Following a recent visit his mother claimed his health had deteriorated quite severely.

Amador cannot even walk without help and it is not clear if he is receiving any medical attention.

Amnesty International believes Amador to be a Prisoner of Conscience and asks for his immediate release. An asthma sufferer, Amador has already had at least one attack since his arrest and Amnesty is very concerned for his health. Please send letters immediately to: Dr. Ramón de la Cruz Ochoa, (Salutation: Señor Fisco: General/Dear Attorney General) Fiscal General de la República, Fiscalía General de la República, San Rafael 3, Ciudad de la Habana, Cuba.

(This column is carried simultaneously by the Bulletin of the British AUT and FAUSA News, the newsletter of the Federated Australian University Staff Association. The material is supplied by Amnesty International.)

Comments? Questions?

Letters for publication are welcome. Maximum 300 words. Publication is at the sole discretion of CAUT. CAUT will not normally print letters about individual local grievances nor those which, in its judgment, are libellous or defamatory, are on subjects which are not within the purview of CAUT's activities, or have been sufficiently discussed by other letter writers.

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Courrier des lecteurs

La rédaction invite les lecteurs à lui écrire. La longueur des textes est limitée à 300 mots. L'ACPU se réserve le droit de choisir les lettres qui seront publiées. En règle générale, les lettres portant sur des griefs particuliers à l'échelle locale ne seront pas publiées ni celles que l'ACPU estime diffamatoires ou dont le sujet dépasse le cadre des activités de l'ACPU ou a été suffisamment débattu par d'autres correspondants.

ACPU
294 rue Albert, bureau 308
Ottawa K1P 6E6
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**1993 3M Fellowships
Call for Nominations**

The Society for Teaching and Learning in Higher Education (STLHE) and 3M Canada Inc. are pleased to announce the continuation of the 3M Fellows Program with up to 10 awards for 1993.

The Award

- a citation of excellence in recognition of exemplary contributions to teaching and learning,
- a 3-day retreat at Chateau Montebello. All expenses are paid as part of the award.

Eligibility

- Open to any individual teaching at a Canadian university regardless of discipline or level of appointment.

Criteria for the Award

- Excellence in teaching over a number of years, principally (but not exclusively) at the undergraduate level, and
- commitment to the improvement of university teaching within the candidate's own institution and perhaps beyond.

Nomination Procedure

- A standard nomination form is required.
- Nomination forms are available from the Office of the Vice-President (Academic), or directly from:

STLHE / SAPES
c/o Instructional Development Centre
General Sciences Bldg., Room 217
McMaster University
Hamilton, Ontario L8S 4K1
(416) 525-9140 ext 4540

Nomination Deadline: May 14, 1993

**Prix de Reconnaissance
professionnelle 3M - 1993****Mise en candidature**

La Société pour l'avancement de la pédagogie dans l'enseignement supérieur (SAPES) et 3M Canada Inc. sont heureuses d'annoncer qu'elles poursuivent le Programme de reconnaissance professionnelle et que, cette année, elles décerneront jusqu'à 10 prix.

Le prix

- une mention d'excellence en reconnaissance de contributions exemplaires dans les domaines de l'enseignement et de l'apprentissage.
- un séjour au Chateau Montebello, toutes dépenses payées (3 jours).

Admissibilité

- Est admissible toute personne qui enseigne dans une université canadienne, quels que soient sa discipline et son poste.

Critères de sélection

- Avoir fait preuve d'excellence en enseignement depuis un certain nombre d'années, particulièrement - mais non exclusivement - au niveau du premier cycle.
- Se dévouer à l'amélioration de l'enseignement universitaire dans sa propre institution, et peut-être même au-delà.

Comment poser sa candidature

- Il faut utiliser le formulaire officiel de mise en candidature.
- On peut se procurer le formulaire au Cabinet du vice-recteur à l'enseignement ou directement à la SAPES à l'adresse et au numéro de téléphone mentionnés ci-contre.

Date limite pour la présentation des candidatures : le 14 mai 1993



Alan Andrews

EDITORIAL/ÉDITORIAL

True purpose of SSHRCC merger unveiled

National organizations representing the university community in Canada do not always agree. Increasingly, however, the actions of the present federal government are provoking unified opposition. Take the sudden announcement in the February 1992 budget that the Social Sciences and Humanities Research Council of Canada (SSHRC) was to be rolled into an enlarged Canada Council. The university community is unanimously opposed to the proposal. CAUT, the Association of Universities and Colleges of Canada, the Canadian Federation of Students, the humanities and social science federations, and the National Consortium of Scientific and Educational Societies all declared their opposition.

Why the government should propose to return to a system that was found to be unworkable two decades ago was puzzling. A genuine attempt to improve the support structure for research in Canada would of course be welcome.

Various committees during Brian Mulroney's time as prime minister have recommended doubling funds for the research granting councils. But nothing has happened, and in its latest burst of contempt for researchers, his govern-

ment withdrew the modest increases it had promised for the next four years. Underfunding is not the problem the government cares to address. If it did, it would surely have dusted off the reports of Lortie and the parliamentary committees, which languish on the shelf.

The government made the merger part of an omnibus bill to implement some but not all of its 1992 budget proposals, Bill C-93. Part III of this bill dealt with the winding up of SSHRC and the enlargement of the Canada Council. The Conservatives agreed to hold hearings on C-93 at the end of February, and finally gave the academic community an opportunity to put its views on the record. On Feb. 23, the legislative committee found itself confronting the combined forces of the organizations representing academic research interests, all opposed to the merger.

By the end of the morning's hearings government members were sufficiently persuaded by the force of the argument that they were prepared to recommend withdrawal of Part III of the bill. They were, however, overruled by ministers. Opposition members announced that if they come to power they will repeal the merger.

At the time of writing, it seems unlikely that the merger can be stopped in the short run. Indeed, one wonders why the government agreed to the hearings. All the evidence suggests that minds were made up and the facts would only confuse things. It was argued that the merger would save money, but then shown that it would not. It was argued that clients would be better served, but the clients and their representatives insisted that there was no evidence of this and they feared the opposite.

No one offered any evidence of dissatisfaction with the present system, apart from the concern over insufficient funding. It was suggested that greater efficiency could be achieved, but the Tories on the committee disagreed as to how, and anyway no one has demonstrated inefficiency in the present operations. Paule Leduc was praised on all sides for her management of SSHRC.

There was, however, one very disturbing revelation in the course of the hearings. Mme. Leduc has repeatedly told the research community that funds are secure for three years, and that, in any merger, budgetary independence of the component parts of the enlarged Canada Council would

be maintained. Similar assurances were given by Tom Hockin, the new Minister for Science, speaking in the House on the second reading of C-93, and making it clear that he wanted to be on the record, because of "intimations" to the contrary. "Funding for each group," he said, "remains clearly distinct and the peer-review system for each will be maintained."

There was nothing in the proposed bill to ensure these things, but worse was to come. When Treasury Board officials appeared before the legislative committee, they went beyond intimations. It was made clear and explicit that the real purpose of the merger was to ensure that monies could be readily moved around — a clear threat to either the research community or the arts, and probably to both, and a flat contradiction to the repeated assurances of Mme. Leduc and Mr. Hockin.

Thus, precisely those consequences that we said a year ago could be expected are now, after a year of solemn undertakings to the contrary, declared openly to be the government's true intention. All those other purported reasons are revealed to be just so much imperial clothing.

Révélation de l'objectif réel de la fusion du CRSHC

Les associations nationales représentant la collectivité universitaire au Canada ne sont pas toujours d'accord entre elles. Toutefois, et de plus en plus fréquemment, les décisions du gouvernement fédéral actuel finissent par amener leur unification dans l'opposition.

Prenons le cas de l'annonce brutale, dans le budget de février dernier, de la fusion du Conseil de recherches en sciences humaines du Canada dans le cadre d'un Conseil des arts élargi. La collectivité universitaire est unanimement opposée à cette proposition. Outre l'ACPU, l'Association des universités et collèges du Canada (AUCC), la Fédération canadienne des étudiantes et étudiants (FCEE) et les fédérations des études humaines ainsi que le Consortium des sociétés savantes et pédagogiques ont toutes déclaré leur opposition.

Pourquoi le gouvernement propose-t-il de revenir à un système jugé impraticable il y a deux décennies est incompréhensible. Un authentique effort en vue d'améliorer le système de soutien à la recherche au Canada serait évidemment bienvenu. Divers comités constitués pendant les années où M. Mulroney a dirigé le gouvernement ont recommandé de doubler les fonds accordés aux conseils subventionnaires de la recherche. Mais rien ne s'est produit, et, dans la dernière manifestation éclatante de mépris cynique envers les chercheurs, en décembre dernier, son gouvernement a retiré les augmentations modestes qu'il avait promises pour les trois prochaines années. Le sous-financement n'est pas le problème que le gouvernement se soucie de traiter. S'il le

faisait, il aurait sûrement étudié les possibilités de rechange et il aurait sans doute dépoussiéré les rapports de la commission Lortie et des commissions parlementaires qui jaunissent sur les tablettes.

Le gouvernement a incorporé cette fusion dans le cadre du projet de loi d'ensemble C-93 en vue de mettre en oeuvre certaines mais non toutes ses propositions budgétaires de 1992. La partie III de ce projet de loi traite de la liquidation du CRSHC et de l'élargissement du Conseil des arts. Les Conservateurs ont finalement convenu de tenir des audiences sur le projet de loi C-93 à la fin de février pour enfin donner ainsi à la collectivité universitaire l'occasion de déclarer ses vœux sur la question. Le 23 février, le Comité législatif s'est trouvé face aux forces combinées des organismes représentant les intérêts des chercheurs universitaires, tous opposés à la fusion.

À la fin des audiences du matin, les membres du Comité représentant le gouvernement avaient été suffisamment persuadés de la force des arguments qu'ils semblaient disposés à recommander le retrait de la Partie III du projet de loi. Leur décision a toutefois été rejetée par les ministres.

Au moment de rédiger ces lignes, il apparaît peu vraisemblable qu'il soit possible d'arrêter la fusion. Les membres représentant l'opposition au Comité ont alors annoncé que s'ils obtiennent le pouvoir, ils abrogeront la fusion. Tous les témoignages semblent indiquer que les décisions avaient déjà été prises et que les faits ne feraient que brouiller la situation.

On avait prétendu que la fusion allait faire économiser de l'argent, mais il a été démontré qu'il n'en serait rien. On a soutenu que les clients seraient mieux servis, mais ceux-ci et leurs représentants ont insisté pour dire qu'il n'y avait aucune preuve à cet effet et qu'ils craignaient le contraire. Personne n'a apporté de preuve d'insatisfaction avec le système actuel, à part les préoccupations occasionnées par l'insuffisance du financement. Il a été suggéré que l'on pourrait aboutir à plus d'efficacité, mais les Tories membres du Comité ne se sont pas entendus sur les moyens pour y arriver et, de toutes manières, personne n'a démontré que le système actuel est inefficace. Mme Paule Leduc a été louée de tous côtés pour la qualité de sa gestion du CRSHC.

Il y a eu, toutefois, une révélation des plus inquiétante au cours des audiences. Mme Leduc avait répété devant la communauté des chercheurs que les fonds étaient assurés pendant trois ans, et que, advenant une fusion, l'indépendance budgétaire des composantes du Conseil des arts élargi serait respectée. Des assurances semblables avaient été apportées par M. Tom Hockin, le nouveau ministre des Sciences, dans son discours au Parlement en deuxième lecture du projet de loi C-93, déclarant haut et clair qu'en raison de certains indices du contraire il tenait à déclarer que : «Le financement pour chaque groupe demeurerait clairement distinct et le système d'évaluation confraternelle de chacun serait maintenu.»

Rien dans le projet de loi n'assurait tout ceci et on pouvait s'attendre à pire.

Lorsque les agents du Conseil du Trésor se sont présentés devant le Comité législatif, ils ont bel et bien dépassé les indices dans leur déposition. Il a été clairement et explicitement établi que le but réel de la fusion était de s'assurer que les fonds pourraient être facilement déplacés — une menace très claire contre la collectivité des chercheurs ou des artistes, et probablement contre les deux, en contradiction flagrante des assurances répétées reçues de Mme Leduc et de M. Hockin.

Ainsi, c'est précisément les conséquences mêmes auxquelles nous nous attendions il y a un an qui sont désormais à l'ordre du jour, après une année entière d'assurances solennelles du contraire déclarées ouvertement être l'intention réelle du gouvernement. Toutes les prétendues justifications se sont révélées n'être que les nouveaux vêtements de l'empereur.

CAUT Meeting Schedule

Committee	Date
Consortium	Apr 8
CAUT Executiva	May 4-5
Co-op Executive	May 5
Co-op Board	May 6
Council	May 7-9
Consortium	May 13

Calendrier des réunions de l'ACPU

Comité	Date
Consortium	8 avril
Direction (ACPU)	4-5 mai
Direction (Co-op)	5 mai
Co-op	6 mai
Conseil	7-9 mai
Consortium	13 mai

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Ron Melchers

COLLECTIVE BARGAINING AND ECONOMIC BENEFITS

University no safe haven from workplace stress

The Collective Bargaining Cooperative annual workshop, on Jan. 28 and 29, this year addressed the issue of stress and its consequences in the workplace.

The topic was chosen 18 months ago from suggestions made by the membership to provide an opportunity to exchange on experiences and difficulties faced by faculty association staff and representatives in dealing with both the sources and the consequences of

likely to occur in "people-processing" organizations in which the "means of production" are relationships, often unstructured. Threats to well-being in the workplace are not limited, however, to those of conflict or violence.

The University of Ottawa for example, is a community of 26,000 people who have some regular attachment to the institution and who interact with each other on campus. In Canada, this would be the equivalent population of a medium-sized city. We often have difficulty accepting that our university communities might be expected to experience the same range of individual and social problems as communities of similar size.

We further often fail to recognize that the institution has a moral and a civil responsibility to take action to prevent, reduce and remediate harm which may come to individuals in the course of their contact with the university. As collective bargaining agents or as representatives of faculty members and other employees of the university, we share this responsibility to some extent.

Much of what faculty associations already do is intended to protect individuals from harm or to facilitate their access to needed resources to ensure their welfare. In our negotiation of the normative clauses of collective agreements or other documents, faculty associations attempt to protect members from arbitrariness and from lack of fairness or due consideration in their relations with the employer.

Often our work is to temper the inherently competitive nature of the university workplace, the unpredictability of peer judgement and the occasional excesses of the drive towards excellence through the establishment of clear

rules and criteria for decisions wherever feasible. Active member participation in faculty associations in and of itself reduces the sense of powerlessness and lack of control often associated with high levels of stress and problematic behaviours in the workplace.

Much of the work of association staff and of grievance officers involves conflict — or problem-resolution on behalf of members, often requiring representatives to go well beyond the strict confines of their role as the agent for the association. Cases involving member-member conflicts, harassing or abusive behaviour, non-performance of duties as a consequence of personal crisis, or longer term problems all call for a high level of interpersonal skills on the part of the association representative.

Jack Adams-Webber, grievance officer for the Brock University Faculty Association and a professor of clinical psychology at Brock, provided workshop participants with a unique perspective on the role of the association representative. He further identified many new or recently intensified areas of stress in the university workplace, consequences in many cases of ill-founded management actions to achieve financial restraint. Adams-Webber sees the university work environment as one with few rewards yet many sanctions.

Barbara McLennan, professional officer for the Dalhousie Faculty Association, commented on the role of the professional officer in coping with stress in the university environment.

Rules traditionally structure workplace relationships to ensure at least the perception of fairness and to permit all parties to represent their interests effectively and to resolve differences. Thus the rules have a preventative role of reducing uncertainty and channelling potential conflict.

Increasingly, however, we are seeing emerging in all workplaces a different type of rules dealing specifically with problem behaviours and granting organizations

the authority to discipline or to isolate and exclude individuals who present them. John Relton, responsible for administering Concordia University's Code of Conduct, outlined the functions of his office in dealing with threatening, abusive, harassing and intimidating behaviours on campus.

The capacity of rules, in and of themselves, to affect change in individual behaviour or in institutions is nonetheless limited. Often they can achieve little more than the displacement of problems to other venues. Rules must be accompanied by resources for change to occur. This is another aspect of the role and responsibilities of associations.

Employee benefits providing access to sufficient income in the event of incapacity to perform

one's duties either temporarily or permanently, reimbursing costs of treatment or in some cases, as in employee assistance programs, making services directly and easily available to members are all ways in which associations can ensure their members suffering from physical or behavioral disorders can get help quickly, at minimum cost and without stigmatization.

A panel discussion on employee assistance programs and presentations on employee benefits dealing with stress concluded the workshop.

(Ron Melchers is a member of the Collective Bargaining Cooperative Executive Committee.)

Materials from the workshop are available from the Co-op. There is no cost to members.



Lynn Hovey (McGill) and Pierre Guertin (Laval) take part in the workshop sessions

stress in the university workplace. In particular, the organisers wanted to deal with the association role in negotiating and in protecting the rights of members.

The question of workplace stress took a dramatic turn with the tragic events at Concordia University and at the University of Iowa. These tragedies have reminded us that the university workplace is not immune to the problems faced by other workplaces. Indeed, in the U.S., where such records are kept, more than 900 workplace deaths due to violence are reported annually.

Second only to the privacy of one's home, the workplace is the most common site of interpersonal conflict and violence due simply to the frequency and the intensity of human interactions which occur there. Furthermore, interpersonal conflicts are most



INTIMIDATION AND THREATS IN THE WORKPLACE
John Relton, Code of Conduct Administrator, Concordia University (guest speaker)



STRESS IN THE WORKPLACE IN THE FACULTY ASSOCIATION
Barbara McLennan, Professional Officer, Dalhousie Faculty Association (guest speaker)



IMPACT OF STRESS ON EMPLOYEE BENEFITS
(l to r) Louise Pagé-Vallin, (guest speaker) Human Resources Service, University of Ottawa; Maureen Kilgour, Professional Officer, CAUT Co-op; Heather O'Connor, R.N., (guest speaker) Rehabilitation Specialist, Standard Life Assurance Company, Toronto

Financial exigency and retrenchment becoming strategy of choice

Joyce Lorimer

The attempt — albeit unsuccessful — by the board of Mount Allison University to use a declaration of financial exigency to force layoffs in a period of financial restraint, is not, it now seems, destined to be an isolated phenomenon. Disturbing signs are emerging that university administrations in Ontario have also begun to respond to the crisis in provincial transfer funding by implementing a similar strategy.

The board of the Ontario Institute for Studies in Education (OISE) has invoked the retrenchment clauses in the collective agreement, the University of Toronto is threatening to eliminate forestry and sports programs, and the University of Waterloo may well, by the time this goes to press, have terminated its dance department. These exigency measures have been accompanied by a loud background chorus of complaints from other institutions announcing support staff layoffs, cutbacks on part-time stipends and sabbatical replacements, faculty hiring freezes and increased class sizes.

These activities are obviously primarily intended to demonstrate to the Ontario government, in Queen's Park, that its indifference to the plight of its universities is going to have a drastic effect on the quality of the education they offer. Unfortunately the present New Democratic government, notwithstanding all its rhetoric about accessibility, appears to be determined

to make Ontario universities more elitist, more expensive and less effective — Ontario's version of the Triple-E.

While faculty may sympathize with the frustrations of university administrators now struggling with sharp cutbacks on top of years of systematic underfunding, they should strongly resist any attempt to resolve the situation by quick-fix exigency measures. The developments at Toronto and Waterloo show that administrations tend to take the easy option to cut out programs, settling on soft, vulnerable targets. This may well serve the short-term need for immediate savings, but at the expense of long-term damage to a university's academic objectives.

There are several ways that faculty associations can deal with this pressure. Certified associations should look closely at their articles on financial exigency and program redundancy. It is important to negotiate good contractual language, not only for layoffs, but also for the reduction of programs as a result of the withdrawal of financial support. When the measures laid down in the collective agreement were implemented at Mount Allison, the administration was unable to sustain its position that a state of financial exigency did in fact exist.

The Mount Allison case also stresses the importance of drawing a clear line between academic and financial decisions. The senate or, should be, the chief academic

decision making body of a university. Faculty senators must strongly resist any attempt by administrations to confuse academic and financial issues. Faculties and departments should not let themselves be manipulated into divisive competition for short resources. Decisions on program restructuring must be based on sound academic considerations, after a careful review of the university's overall mission.

Behind all the genuine grounds for distress, one cannot help but detect a measure of opportunism in the calls for retrenchment reverberating round Ontario campuses. In late 1991 the presidents of Ontario universities got together to make a concerted effort to argue the need for salary clawbacks without which catastrophe would follow. They met with firm resistance, nothing of consequence was achieved, and the result was not a catastrophe.

It is hardly coincidental that all university presidents, including those whose institutions are in a sound financial position, are now beginning to use the language of retrenchment and financial exigency. Ten Ontario universities will be at the negotiating table this spring. The copy-cat rhetoric of their administrations is clearly intended as a big stick, to intimidate faculty before the negotiating process begins.

(Joyce Lorimer is a member of the Collective Bargaining Cooperative Executive Committee.)

ISGUG Report series

Senate: the cornerstone of university governance

CAUT released "Governance & Accountability: The Report of the Independent Study Group on University Governance" at the end of January. The report, written by Ken McGovern, Guy Bourgeault, and Ernst Benjamin, was summarized in CAUT's February Bulletin. Beginning with this issue, and in the next three, the Bulletin is publishing abstracts of the main sections. We begin the series with a look at the section on Senates.

Like the Duff-Berdahl Report of a quarter of a century ago, the ISGUG Report considers the senate or general faculties' council (GFC) to be the key element of internal self-government within the university. It notes the attacks on this concept in recent years, some from those who would prefer the university to be run as a top-down business corporation, and others from those who complain that the senate has not lived up to the Duff-Berdahl ideal.

The ISGUG Report rejects the former idea and suggests ways and means of making senates or GFCs effective. It recognizes that some senates have some of these powers and procedures, applauds this, but notes that few have all of them.

It argues that these bodies must have effective powers including budgetary powers and a significant role in the choice of senior administrators. They should create senate finance committees whose deliberations should be open, as does the line budget. The committees should be chaired by an elected senator. They should have full and timely information, including access to the budget officers. They should be served by the clerical secretariat of the senate, not by that of the administration.

The budget should be first submitted to the senate finance committee. It should publish a

summary in the university gazette. Each year the committee should hold public hearings on financial items in the budget which it deems significant and hear representations from the university community, particularly those who will be adversely affected. It should have a definite timetable and report to the senate on a regular basis. It should also conduct an ex post facto review of the previous year's budget in connection with the development of the new budget.

The report notes that where budget committees exist, they are frequently secret or semi-secret or chaired by a senior administrator. It regards these variants as a waste of time because few will believe them to be independent.

The administration's budget plus the recommendations of the senate finance committee, with the exceptions of adjustments in faculty and staff compensation, should be debated and voted on in the senate. This is a central recommendation of the report since only in this way will the senators have both power and responsibility. The senate should report on the administration budget and any amendments it wishes to propose.

The board of governors should, however, retain the final authority to adopt the budget. The budget debates of both the senate and the board of governors should be open. This process means that the budgetary debates of the board of governors will be much more informed than when they are simply asked to approve the administration's budget.

The senate or GFC should not attempt, however, to be a third player in collective bargaining with the staff. Bargaining is a bilateral process between the unions and the boards of

GOVERNANCE & ACCOUNTABILITY

THE REPORT
OF THE
INDEPENDENT STUDY GROUP
ON
UNIVERSITY GOVERNANCE



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governors as employers although nothing prevents senates from giving advice to both parties. Frequently collective agreements stipulate that certain academic roles or judgments will be carried out by senates, faculties or departments.

The report considers that through developments such as these there has come about a reasonable *modus vivendi* between senates and bargaining agents in most places and suggests that where this is not true, this is likely to be symptomatic of a more deep-seated distrust between the groups.

Senates or GFCs should also have a significant role in the choice of senior academic administrators. They, as well as the board of governors, should vote on the choice of the academic vice-president. They should either do the same in regard to the presidency or devolve their powers on a search committee provided that committee has significant faculty and student representation and provided the board may only

choose from the committee's short list.

Senates should take an active role in promoting tolerance and equality on the campus. They should adopt a charter setting out the goals and aspirations of the university in this area. They should have a standing committee on human rights and equity, perhaps jointly with the board of governors, chaired by an elected senator. That committee should have a wide mandate and should have the confidence of women and minority groups on the campus.

University equity officers, ombudspersons, legal services, harassment officers and similar professional employees should report, within the confines of client confidentiality, to the senate as well as to the president. Senates should approve the terms of reference of these offices and the general policies under which they operate.

Senates should be reasonably small. No senate, even in the largest university, should exceed 50 voting members. They should be predominately made up of elected full-time faculty and professional librarians, but should include representatives of the part-time faculty, student representation both graduate and undergraduate, elected representatives of the professional middle management, the senior equity officer, the senior administration, a representative of the board of governors and of the graduates' association.

The presidents of the faculty association, the student association and the other campus unions should have voice but not vote unless they are elected or chosen in their own right to serve by one of the constituencies.

In practice a reasonable size can only be achieved if everyone accepts that there has to be a representative senate rather than one on which every subgroup has a vote and if the number of voting administrators is limited. The report suggests, for instance, that deans should have voice but not vote on the senate unless they are elected by their faculty. Universities have to choose between senates that are truly effective or ones that are so large that they can simply cheer or boo.

Senates should be restructured to ensure their independence. There should be an independent speaker chosen by the senate. The report notes that in a recent survey of 402 institutions in the United States, the senate was chaired in 67 per cent of the cases by an elected person equivalent to the speaker. Seventeen per cent were chaired by the president, 11 per cent by the academic vice-president. Where the speaker was elected, the senior academic body voted in 56 per cent of the cases and the faculty as a whole in 36 per cent.

There should be a secretary to the senate, responsible to the speaker and a budget voted by the senate. The secretary should not work out of the office or report to one of the administrators of the university.

There should be a senate executive with a majority of elected senators. Where there is a *de facto* or *de jure* management committee responsible for the day to day operations, its membership should be known and its minutes should be circulated to the senate.

The report concludes that senates should remain the chief academic decision-making body of the university. The committee received no significant challenge to this principle and considers that it more adequately meets the needs of the Canadian university in the 1990s than any of the models we have considered.

CAUT Council will be preparing its response to the report later this year. In preparation for this response, Council established a small ad hoc committee to examine the report recommendations and provide further guidance.

The committee, consisting of Fred Wilson (Past-President, CAUT) and Claude Dionne (CAUT Vice-President) will be consulting with local and provincial faculty associations, the CAUT standing committees, the Collective Bargaining Cooperative and other interested groups in the preparation of its report. If you have views, please send them to Professor Fred Wilson, CAUT, 308 - 294 Albert St., Ottawa, ON K1P 6E6; Fax 613-237-2105. There will also be a discussion on June 7 at the Learned Societies' Conference.

A copy of the ISGUG Report can be obtained from your local faculty association or copies can be purchased at a cost of \$10.70 per copy from CAUT. All university libraries have been sent a free copy.

Extraits du rapport du GEIDU

Le conseil d'université : Pierre angulaire de la direction des universités

L'ACPU a publié fin janvier le rapport du Groupe d'étude indépendant sur la direction des universités intitulé : « Autonomie de direction et responsabilité publique des universités ». Ouvrage des professeurs Ken McGovern, Guy Bourgeault et Ernst Benjamin, il a été résumé dans le Bulletin de février. À partir d'aujourd'hui et dans les trois prochaines livraisons, nous allons publier des extraits de chacune des grandes sections du rapport. Nous commençons la série par un coup d'œil à la section relative au conseil d'université (senate).

Les auteurs du Rapport du GEIDU considèrent le conseil d'université ou le conseil général des facultés comme le principal organe de gouvernement interne de l'université; c'était déjà l'opinion exprimée dans le Rapport Duff-Berdahl, il y a un quart de siècle. Ils notent les

objections récentes à ce concept, car d'aucuns auraient préféré que l'université soit dirigée comme une entreprise commerciale hiérarchique tandis que d'autres se plaignent que le conseil d'université n'a pas concrétisé les idéaux proposés dans le rapport Duff-Berdahl.

Le Rapport du GEIDU rejette ces idées et propose des moyens de rendre efficaces les conseils d'université ou les conseils généraux des facultés. Ses auteurs reconnaissent que si certains conseils d'université possèdent déjà quelques uns de ces pouvoirs et de ces méthodes, dont ils les félicitent, ils indiquent que peu d'entre eux les possèdent tous.

Les auteurs du rapport soutiennent que ces conseils doivent avoir des pouvoirs réels y compris en matière de budgets et jouer un rôle majeur dans le choix des administrateurs supérieurs. Il faudrait y adjoin-

dre des comités des finances dont les délibérations seraient publiques comme doivent l'être les budgets. Ces comités devraient être présidés par un membre élu du conseil, informés en temps opportun et de manière complète, et avoir accès aux responsables du budget; leur personnel doit relever du secrétariat du conseil d'université et non de celui de l'administration.

Ils proposent de présenter le budget d'abord au comité des finances du conseil d'université, et d'en publier un résumé dans l'organe d'information de l'université. Le comité devrait tenir des audiences publiques chaque année sur les questions financières du budget qu'il considère importantes et entendre les doléances de la communauté universitaire, en particulier les personnes que le budget touche de façon négative, puis faire rapport régulièrement au conseil d'université. Il devrait égale-

ment faire un examen rétroactif du budget de l'exercice précédent en relation avec l'établissement du nouveau budget.

Le rapport signale que là où des comités du budget existent, ils sont souvent secrets ou semi-secrets ou présidés par un administrateur supérieur. Les auteurs du rapport considèrent ces variantes comme des pertes de temps parce que peu de gens les croient indépendants.

Le budget de l'administration ainsi que les recommandations du comité des finances du conseil d'université, à l'exception des augmentations des traitements des professeurs et du personnel, devrait faire l'objet d'un débat et d'un vote au conseil. C'est là une recommandation majeure du rapport étant donné que c'est seulement ainsi que les membres du conseil auront pouvoir et responsabilité. Le conseil d'université devrait faire

GEIDU suite à la page 8

COUNCIL REPORT/RAPPORTS DU CONSEIL

Task force will study harassment and violence on campus

In response to increasing incidents of harassment and violence on university campuses across Canada, the CAUT Council has established a task force to examine the problem and recommend a course of action.

The task force will gather data concerning the prevalence of harassment and the nature of harassment and violence on campus as well as define the issues of harassment and violence on campus. It will also recommend policies and guidelines for model clauses aimed at preventing and effectively responding to such incidents.

The task force will be comprised of one member recommended by each of the three standing committees of Council and the Collective Bargaining Cooperative and two members recommended by the Executive Committee. The task force is to report to the May 1994 Council.

As part of the general discussion of violence on campus, Council also endorsed the AUCC resolution on gun control. The text of the resolution can be found elsewhere in this issue of the Bulletin.

CAUT/Coop structure re-visited

In May 1987 CAUT Council approved a report recommending the establishment of the CAUT Collective Bargaining Cooperative and the resultant major restructuring of CAUT. This January, Council approved the formation of a special committee to re-visit the relationship between the Cooperative and CAUT.

Elected by Council and by the Cooperative's Board of Directors, members of the committee include Alan Andrews (CAUT President), Rick McGaw (Chair, Collective Bargaining Coop), Donald Savage (CAUT Executive Director), Joyce Lorimer (Wilfrid Laurier), Charles Bigelow (Manitoba), Bill Bruneau (UBC), Bill Graham (Toronto) and June Chaikelson (Concordia).

The committee will examine possible options for the reintegration of the services of both organizations, together with any structural changes required. It will also look at what adjustments would be required to the respective mill rates of both groups should reintegration occur.

It is expected that an issues paper will be prepared for consideration and discussion

at the May 1993 Council meeting with a final report to be prepared for the September 1993 meeting.

Vertical cuts faced

At the urging of the University of Calgary Faculty Association, Council devoted considerable time to the matter of vertical cuts — the elimination of university programs, faculties and departments.

Delegates exchanged information on recent attempts by their university administrations to layoff tenured faculty and retrench programs, such as with the forestry department at the University of Toronto.

Ernst Benjamin, General Secretary of the American Association of University Professors, was on hand to describe recent events at California's state universities, particularly San Diego State. Professor Benjamin characterized the unilateral actions of the president of San Diego State as "slice and dice."

CAUT President Alan Andrews expressed the resolve that CAUT would "provide whatever assistance is necessary" for local associations facing vertical cuts.

Andrews also reminded Council delegates that there were three relevant CAUT policy statements addressing redundancy, financial exigency and program review. All drew a distinction between genuine program review and academic redundancy on the one hand and financial exigency on the other. It was, he said, important to make this distinction in any local policies.

tion in any local policies.

Milner Award

The seventh Milner Award was presented during Council to Jon Thompson, professor and chair of the Department of Mathematics and Statistics, University of New Brunswick. CAUT President Alan Andrews presented the award to Professor Thompson following a tribute by Bernice Schrank (Memorial), chair of the CAUT Academic Freedom and Tenure Committee. (see page 8). Following the day's events CAUT hosted a reception in honour of Professor Thompson.

ISGUG recommendations examined

As announced in the February issue of the Bulletin, the Independent Study Group on University Governance (ISGUG) presented its final report to Council in January. The report culminates three years of investigations, interviews and small group discussions on the matter of university administrative and governing structures.

CAUT Council will be preparing its response to the report later this year. In preparation for this response, Council established a small ad hoc committee consisting of Fred Wilson (Past-President, CAUT) and Claude Dionne (Vice-President, CAUT) to examine the report recommendations and provide further guidance.

As the first in a series of four articles on the ISGUG report, a summary of the second Council Report continues on page 7

More than 125 delegates and guests attended the 32nd CAUT Council meeting in Ottawa January 30-31
Délégues réunis à Ottawa à l'occasion de la 32e assemblée du Conseil de l'ACPU, les 30 et 31 janvier



Une commission d'enquête va étudier le harcèlement et la violence dans les universités

En réaction au nombre croissant d'incidents de harcèlement et de violence sur les campus universitaires partout au Canada, le Conseil de l'ACPU a mis sur pied une commission d'enquête chargée d'examiner la nature du problème et de recommander des mesures à prendre.

La commission recueillera des données sur la fréquence du harcèlement et sa nature ainsi que sur les cas de violence dans les universités et s'efforcera d'en définir les enjeux. Elle recommandera également des politiques et des lignes directrices en vue de la rédaction des clauses modèle visant à prévenir de tels incidents et à y réagir efficacement.

La commission sera composée d'un membre recommandé par chacun des trois comités permanents du Conseil et par la Coopérative de négociation collective et de deux membres recommandés par le Comité de direction. La commission d'enquête doit présenter son rapport au Conseil de mai 1994.

Dans le cadre de la discussion générale sur la violence dans les universités, le Conseil a également appuyé la résolution de l'AUCS sur le contrôle des armes à feu. Le texte de la résolution paraît ailleurs dans la présente édition du Bulletin.

Réexamen de la structure de l'ACPU et de la Coopérative

Il y a cinq ans, à pareille époque, le Conseil de l'ACPU a approuvé un rapport recommandant d'établir la Coopérative de négociation collective de l'ACPU et la restructuration majeure de l'ACPU qui en résultait. En janvier dernier, le Conseil a approuvé la formation d'un comité spécial chargé de réexaminer les rapports entre la Coopérative et l'ACPU.

Élus par le Conseil et par le Conseil de direction de la Coopérative de négociation collective, les membres du comité sont Mmes Joyce Lorimer

(Wilfrid-Laurier) et June Chaikelson (Concordia) et MM. Alan Andrews (président de l'ACPU), Rick McGaw (président de la Coopérative de négociation collective), Donald Savage (directeur général de l'ACPU), Charles Bigelow (Manitoba), Bill Bruneau (UBC), et Bill Graham (Toronto).

Le comité a charge d'étudier les options possibles de reconversion des services des deux organismes, ainsi que toutes les modifications structurelles exigées de ce fait. Il examinera également quels redressements devraient être apportés au taux du mille respectif de chacun des groupes advenant la reconversion.

Un dossier de travail doit être rédigé sur le sujet en vue de son étude et discussion au cours de l'assemblée du Conseil en mai 1993 et un rapport final sera présenté au cours de la réunion de septembre 1993.

Compressions structurelles à prévoir

À la demande expresse de l'association des professeurs de l'université de Calgary, le Conseil a consacré passablement de temps à discuter de la question des compressions structurelles dans les universités — suppressions de programmes, fermeture de facultés ou de départements.

Les délégués ont échangé des renseignements sur les récentes tentatives de la part des administrations de diverses universités de licencier des professeurs permanents et de réduire des programmes, comme ce fut le cas du département de foresterie à l'université de Toronto.

Ernst Benjamin, secrétaire général de la American Association of University Professors était parmi nous et a décrit des cas récents survenus aux California State Universities, en particulier à San Diego State. Le professeur Benjamin a caractérisé les mesures unilatérales du recteur de San Diego State de système

conseil suite à la page 7

COUNCIL REPORT/RAPPORTS DU CONSEIL

continued from page 6

tion on senates can be found elsewhere in this issue of the Bulletin.

UMFA support for legal action

Delegates to Council from the University of Manitoba Faculty Association (UMFA), facing the threat of a libel suit from the university's dean of management, were encouraged by the support of CAUT Council.

In the first of two unanimous resolutions, Council agreed to provide financial support to UMFA for legal costs incurred to date and also undertook to consider any further requests that may arise from future legal action. The second resolution lamented the action of the dean of management at the University of Manitoba in launching a lawsuit and called on administrators to settle disputes of this nature through debate, not by legal action.

Funding clawbacks condemned

Council delegates were dismayed to hear of recent actions by the provincial governments of Manitoba and Prince Edward Island to claw back operating funds earmarked for post-secondary education. In a resolution, Council deplored

and condemned the governments for their actions and called upon them to retract the decision. Council also directed the CAUT president to address the situation by "every means possible."

Artistic expression — policy statement adopted

Council has adopted a "policy statement on academic freedom and artistic expression." The statement was developed by the AF&T Committee, in consultation with the other two standing committees of Council. The purpose of the policy statement is to alert the academic community to the particular need for the proper protection of artistic activity at universities as part of the general protection of academic freedom.

The statement addresses the issue of academic staff members whose work may include exhibitions and performances for audiences that frequently include the general public and, as a result, may lead to charges of impropriety, unacceptable ideology, opposition and attempted censorship.

Copies of the policy statement may be obtained from your faculty association office, or by contacting CAUT.

Soutien à la UMFA menacée de poursuites

Les délégués au Conseil représentant l'association des professeurs de l'université du Manitoba (UMFA), qui sont menacés de poursuites en diffamation par le doyen de la faculté de gestion de l'université, ont été encouragés par le soutien qu'ils ont reçu du Conseil de l'ACPU.

Adoptées à l'unanimité du Conseil, deux résolutions permettront : la première d'apporter un soutien financier à l'UMFA au titre des frais juridiques subis à ce jour et d'examiner les demandes additionnelles relatives à des poursuites futures et, la seconde, regrettait le geste du doyen de la faculté de gestion de l'université du Manitoba qui a intenté le procès; elle a pressé les administrateurs de régler les disputes de cette nature en recourant à la concertation et non à des poursuites.

Critique des mesures de récupération

Les délégués au Conseil ont été désolés de prendre connaissance des décisions récentes du gouvernement provincial du Manitoba et de l'Île du Prince-Édouard de récupérer des fonds de fonctionnement destinés à l'enseignement postsecondaire. Par résolution, le Conseil a déploré et a critiqué les gouvernements d'avoir pris une telle décision; il les a engagés à se rétracter. Le Conseil a également donné mandat au président de l'ACPU de s'occuper de la situation «par tous les moyens possibles.»

Expression artistique — adoption de l'énoncé de principes

Le Conseil a adopté un «énoncé de principes en matière de liberté universitaire et d'expression artistique». L'énoncé avait été élaboré par le Comité de la liberté universitaire et de la permanence de concert avec les autres comités permanents du Conseil. L'objet de cet énoncé est de faire prendre conscience à la collectivité universitaire des besoins particuliers de protection convenable de l'activité artistique au sein des universités dans le cadre de la protection générale de la liberté universitaire.

L'énoncé traite du sujet des membres du personnel universitaire dont les travaux peuvent faire l'objet d'expositions et de spectacles devant des auditoires qui comportent fréquemment des membres du grand public ce qui peut, en conséquence, donner lieu à des accusations d'impropriété, d'idéologie inacceptable, à de l'opposition et à des tentatives de censure.

On peut obtenir des exemplaires de l'énoncé de principes en s'adressant à l'association des professeurs ou à l'ACPU.

MEETING OF THE MINDS



By coincidence eight former presidents of CAUT were in attendance at the January Council - posing with the current President Alan Andrews (top right) are (clockwise from top left) Al Sharp (New Brunswick), John Evans (Memorial), Robert Kerr (Windsor), Peter King (Manitoba), Fred Wilson (Toronto), Ken McGovern (Regina), Pamela Smith (Regina) and Charles Bigelow (Manitoba)

ISGUC members Guy Bourgeault (left) and Ken McGovern (de g. à d.), membres du GEIDU,



...meet the press during January Council ...rencontrent la presse dans le cadre du Conseil de janvier



suite de la page 6

des coupes sombres.

Le président de l'ACPU, M. Alan Andrews, a souligné la résolution de l'ACPU de «porter toute l'aide nécessaire» aux associations locales dont les membres sont menacés de compressions structurelles.

M. Andrews a également rappelé aux délégués au Conseil que trois énoncés de principes de l'ACPU étaient pertinents dans les cas de mise en disponibilité, d'urgence financière et de réexamen des programmes. Tous les délégués ont bien distingué entre les réexamens authentiques des programmes et les programmes excédentaires d'une part, et les urgences financières d'autre part. Le président a tenu à préciser qu'il était important de bien faire cette distinction dans les cas des mesures prises localement.

Prix Milner

Le septième Prix Milner a été remis au cours du Conseil à M. Jon Thompson, professeur et directeur du département de Mathématique et Statistique de l'université du Nouveau-Brunswick. Le président de l'ACPU, M. Alan Andrews a remis le prix au professeur Thompson à la suite de l'éloge prononcé par Mme Bernice Schrank (Memorial), présidente du Comité de la liberté universitaire et de la permanence de l'emploi (voir à la page 8). À la fin de la journée, l'ACPU a offert une réception en l'honneur du professeur Thompson.

Examen des recommandations du GEIDU

Comme nous l'annoncions dans le numéro de février du *Bulletin*, le Groupe d'étude indépendant sur la direction des universités (GEIDU) a déposé son rapport final devant le Conseil en janvier. Ce rapport met le point final à trois années d'enquête, d'entrevues et de discussions en petits groupes sur la question des structures administratives et de direction des universités.

Le Conseil de l'ACPU va donner suite au rapport plus tard cette année. En vue de s'y préparer, le Conseil a constitué un petit comité spécial composé de MM. Fred Wilson (président sortant) et de Claude Dionne (vice-président l'ACPU) qui sont chargés d'étudier les recommandations du rapport et de faire leurs propres recommandations.

Le premier article d'une série de quatre extraits sur le Rapport du GEIDU traitant des conseils d'université («senates») figure ailleurs dans cette livraison du Bulletin.

COUNCIL REPORT/RAPPORTS DU CONSEIL

Jon Thompson
receives Milner Award

Jon Thompson, professor of Mathematics and Statistics at the University of New Brunswick, was awarded the prestigious CAUT Milner Memorial Award at the January meeting of Council. The award is periodically presented to individuals who have made a distinguished contribution to the cause of academic freedom either by their actions or writings.

Nominated by the CAUT Academic and Freedom and Tenure Committee, Prof. Thompson is the seventh recipient of the award since its inception in 1971. The previous awards have gone to Bora Laskin (1971), J. Percy Smith (1973), Henry S. Crowe (1974), Archie E. Malloch (1979), James Foulkes (1985) and Victor W. Sim (1989).

In nominating Prof. Thompson, Bernice Schrank, Chairperson of the AF&T Committee, wrote, "In the opinion of the Academic Freedom and Tenure Committee, Jon Thompson's name is certainly worthy of addition to the list. He has had a long and distinguished career as a defender of the rights of academics, and as an eloquent advocate on their behalf."

In addition to being professor of mathematics and statistics, Prof. Thompson is also chairperson of the department. He was president of the faculty association at UNB from 1980-82 and chairperson of its grievance committee, (with a one year hiatus) from 1982-1990. At the provincial level, he was a member of Council of the Federation of New Brunswick Faculty Associations for six of the eight years between 1978 and 1986. For five years from 1983-1988, Prof. Thompson was a member of the CAUT Academic Freedom and Tenure Committee and, during the last three years, served as its Chair.

Accepting the Milner award, Prof. Thompson expressed gratitude to his colleagues and many of the CAUT staff who he had worked closely with during his time as a member of the AF&T Committee. He acknowledged that he did not know Jim Milner, "having been a student most of the time he was active here," but he did share with Council delegates some gleanings from old *Bulletin* articles.

Taking them back to the 1960's, he noted, "At that time, in most universities, professors had tenure, of an informal kind. But there were no serious criteria or procedures for granting it and no fair procedures for removing it." After citing the work of Bora Laskin, Dan Soberman and Vernon Fowke in the defense of academic freedom in the mid 60's, he said, "At this point, Jim Milner had recently become Chair of the AF&T Committee. He led the development of the first policy statement on academic appointments and tenure. He also led a great expansion in CAUT's role in grievance handling, and set a standard of style and effectiveness which all of us who followed him have attempted to emulate as best we could."

If I may paraphrase Archie Malloch of McGill, one of Milner's colleagues and successors, Milner went beyond Fowke and Laskin, by making it socially respectable to defend the academic freedom of professors who were unpopular and even eccentric."

In his concluding remarks, Prof. Thompson noted the difficulties facing the university system and urged delegates to keep CAUT a strong organization, "not allowing internal problems displace attention on the real external problems which arise spontaneously."



Jon Thompson



Bernice Schrank



Guest speaker Viviane Launay, Secretary-General, Canadian Commission for UNESCO addressed Council January 30
M^{me} Viviane Launay, secrétaire-générale de la Commission canadienne pour l'UNESCO, la conférencière invitée



Association of Universities and Colleges of Canada
Association des Universités et Colleges du Canada

Resolution of the AUCC
concerning gun control

It is moved that

in order that firearms be made less accessible to the public and in order to minimize the risks of gun-related deaths, the AUCC urges the federal government to move expeditiously to strengthen the current firearms control provisions of the *Criminal Code*, and regulations pursuant thereto, and further urges all governments in Canada to improve the implementation of the law. Specifically, the AUCC urges improvements in the screening procedures for the acquisition of all types of guns and the registration of all guns.

It is also moved that

the AUCC urge the federal government to enact immediately laws prohibiting any person from having in his/her possession a handgun, members of the Canadian Armed Forces and law-enforcement officers excepted when in their course of duty.

It is further moved that

the AUCC support the Coalition for Gun Control, a non-profit organization working towards securing more effective gun control legislation.

— motion endorsed by CAUT Council January 1993 —

GEIDU

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rapport sur le budget de l'administration et signaler les modifications qu'il y propose.

Le conseil d'administration (board of governors) devrait toutefois conserver l'autorité finale en matière d'adoption du budget. Les débats sur le budget, aux deux conseils, devraient être publics. Ce processus permettrait aux intervenants d'être beaucoup plus informés que lorsqu'il doit simplement approuver le budget de l'administration.

Le conseil d'université ou les conseils généraux des facultés ne devraient toutefois pas se mêler des négociations collectives avec le personnel. La négociation collective est un processus bilatéral entre les syndicats et le conseil d'administration, quoique rien n'interdit aux conseils d'université de donner leur avis aux deux parties. On trouve souvent dans des conventions collectives des stipulations relatives aux fonctions des conseils d'université, des facultés ou des départements.

Les auteurs du rapport considèrent que grâce à l'évolution comme celle dont il est question ici, un *modus vivendi* raisonnable s'est installé entre les conseils d'université et les agents négociateurs dans la plupart des établissements et ils signalent que là où cela n'a pas été le cas, cela constitue le symptôme même d'un manque de confiance grave entre les parties.

Les conseils d'université ou les conseils généraux des facultés ont également à jouer un rôle important dans le choix des administrateurs universitaires supérieurs. Ils devraient, de concert avec les conseils d'administration, voter la nomination d'un vice-recteur à l'enseignement et à la recherche. Ils devraient faire de même en ce qui concerne le rectorat ou remettre leurs pouvoirs à un comité de recherche de candidats pourvu que celui-ci comporte une représentation notable de professeurs et d'étudiants et pourvu que le conseil n'ait à porter son choix que sur un candidat d'une liste courte.

Les conseils d'université doivent jouer un rôle de moteur pour favoriser la tolérance et l'équité dans l'université. Il leur faut adopter une charte établissant les objectifs et les aspirations de l'université en ces matières. Ils devraient établir un comité permanent sur les droits de la personne et sur l'équité, peut-être commun aux deux conseils, présidé par un membre élu du conseil d'université. Ce comité devrait avoir un mandat étendu et il devrait avoir gagné la confiance des femmes et des groupes minoritaires de l'université.

Les agents chargés de l'équité, les protecteurs de la personne, les services juridiques, les responsables de la lutte contre le harcèlement et autres employés professionnels similaires devraient faire rapport, dans les limites de la confidentialité, au conseil d'université ainsi qu'au recteur. Les conseils d'université

devraient approuver les mandats de ces responsables et les politiques générales dans le cadre desquelles ils exercent leurs responsabilités.

Les conseils d'universités devraient être assez restreints. Aucun d'entre eux, même dans les universités les plus importantes, ne devraient compter plus de cinquante membres ayant droit de vote. Ils devraient être constitués surtout de professeurs à temps complet et de bibliothécaires professionnelles, tous élus, mais dans leurs rangs on devrait trouver des représentants du personnel enseignant à temps partiel, des étudiants du premier et du deuxième cycle, du corps des gestionnaires intermédiaires, de l'agent principal responsable de l'équité, de l'administration supérieure, d'un représentant du conseil d'administration et de l'association des diplômés.

Les présidents de l'association des professeurs, de l'association des étudiants et d'autres syndicats universitaires devraient avoir voix aux débats, mais sans droit de vote à moins d'être élus ou choisis de leur propre droit pour représenter l'une de ces clientèles.

En pratique, chacun doit accepter que le conseil d'université soit représentatif plutôt que démocratique, et que les administrateurs ayant droit de vote soient en nombre limité pour aboutir à un conseil de taille raisonnable. Les auteurs du rapport proposent, par exemple, que les doyens aient voix au conseil mais non droit de vote, à moins

Executive Director re-appointed

Donald Savage, Executive Director of CAUT for the past 20 years, has been re-appointed to serve in this capacity for another term. The review committee, chaired by Council Speaker Robert Kerr (Windsor), reported to Council on the overwhelming support for the work of Dr. Savage. Council delegates voted without dissent to endorse the recommendation of the review committee to renew Dr. Savage's contract effective September 1, 1994.



Donald Savage

qu'ils soient élus par leur faculté. Les universités ont à choisir entre des conseils qui sont réellement efficaces ou ceux qui sont si nombreux qu'il ne leur reste qu'à applaudir ou à huer.

Il faut restructurer les conseils d'université de manière à assurer leur indépendance. La présidence doit en être confiée à un président indépendant choisi par le conseil. Le rapport signale que dans un sondage récent de 4092 établissements aux États-Unis, le conseil d'université est présidé dans 67 p. cent des cas par un élu équivalent au président; 17 p. cent le sont par le recteur, 11 p. cent par le vice-président (enseignement et recherche). Dans les cas où le président est élu, le corps universitaire supérieur vote dans 56 p. cent des cas et l'ensemble des professeurs dans 36 p. cent des cas.

Le conseil d'université doit avoir un secrétaire général relevant du président et un budget adopté par le conseil. Le personnel chargé du travail au Conseil ne doit pas travailler dans le bureau ou relever de l'un des administrateurs de l'université.

Le conseil d'université devrait avoir un bureau composé d'une majorité de conseillers élus. Dans les cas où existe un comité de gestion de *facto* ou de *jure* chargé des affaires au jour le jour, ses membres doivent être connus et les procès verbaux de ses délibérations diffusées au conseil d'université.

Les auteurs du rapport considèrent enfin que les conseils d'université devraient demeurer le premier organe de décision de l'université. Les auteurs n'ont entendu aucune contestation sérieuse de ce principe au cours

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Tim Stitt

FROM THE HILL

Liberals outline their education/training election plank

While speculation continues concerning the date of the next federal election, the Liberals have hinted what their campaign planks might be for post-secondary education and job training.

The first clues came in *Agenda For Youth*, a report released by the Liberal Senate and House of Commons Committee on Youth on Jan. 25 after three months of public hearings. The report contains a 10-point "vision statement" on improving the education and employability of young people.

Two days later Liberal Leader Jean Chrétien reiterated many of these points in a widely-publicized speech to the University of Ottawa Law Faculty. He spoke on the "Liberal Approach to Governing in the 1990s."

While recognizing that education is a provincial jurisdiction, the Liberal's youth committee defines it as a "national problem" requiring "flexible, practical ways to improve educational outcomes at all levels." Therefore the committee recommends:

- the development of a national strategy by the federal government in cooperation with other levels of government, educational institutions, business and labour in order to promote education excellence for both teachers and students;
- a revamped Canada Student Loans Program and the creation of a national grants program linked to grades;
- a campaign to promote cooperative education, which combines classwork with on-the-job training;
- the restoration of the Science Council of Canada, with a mandate that includes public education on the expanding role of science in society;
- programs to combat illiteracy and innumeracy;
- the creation of a Canadian Environmental Youth Force, which would teach basic work and life skills to young people engaged in environmental projects; and
- the formation of a national apprenticeship program as an accessible alternative to university and college.

In his University of Ottawa speech, Chrétien also spoke of the need to redirect federal spending to meet educational, training and research needs.

"To those who say spending \$4.4 billion on helicopters will have enduring regional economic benefits, I say that is not the way to invest in the 1990s. It is an old-fashioned, discredited approach to government," he said.

"Investing even a fraction of that sum for example in the industrial and research potential of our universities, to help create real and sustainable long term industrial growth would bring far greater benefit to Canadians," the Liberal Leader said. "Our universities can be significant contributors to the development of tomorrow's economy in the regions in which they are located. The brains of Canadian workers, the industries of the future, engines of economic growth...these must be our priorities for growth."

Tuition fees skyrocket

University tuition fees rose by 8.5 per cent this school year, more than four times the rate of inflation, Statistics Canada has reported.

In a Jan. 20 *Southam News* report Claude Lajeunesse, President of the Association of Universities and Colleges of Canada, stated that tuition fees "will continue to increase, certainly, beyond the rate of inflation and this is a cause for concern."

Kelly Lamrock, Chairperson of the Canadian Federation of Students, termed the fee increase — 58 per cent over the past five years, according to Statistics Canada — a "crisis."

With room and board rising at about the same 8.5 per cent rate thrown in, it now costs about \$11,000 a year to attend university, Lamrock said.

Quebec tuition fees are still slightly lower than in the rest of Canada, with undergraduate arts students paying between \$1,300 and \$1,600. In the Atlantic provinces the representative fees are \$1,700 to \$2,700; in Ontario, \$1,900; in the Prairie provinces, \$1,600 to \$3,500; and in British Columbia, \$1,800 to \$2,200. Medicine and dentistry undergraduate programs have the highest tuition fees at a maximum of \$3,600.

Statistics Canada reports that 1992-93 tuition fees for undergraduate arts programs increased by five to 10 per cent from 1991-92; however, increases of 10 per cent were recorded in Quebec, 27 per cent in the Prairies, and zero to five per cent in British Columbia.

Except in Manitoba, universities charge international students higher tuition fees than Canadian students. For the international student in an undergraduate arts program, the fee is from 50 per cent more in Newfoundland to 430 per cent more in Quebec.

MRC launches strategic plan

The Medical Research Council of Canada is expanding its role from supporting basic research to encompass the full range of health science research. This announcement was made on Feb. 10 when the MRC strategic plan was unveiled by Health and Welfare Minister Benoit Bouchard and MRC President Dr. Henry Friesen.

"Health involves more than formal health care," said Bouchard. "It involves a blend of health protection, disease prevention and health promotion. The broadening of MRC's vision will help ensure that research in the health sciences encompasses areas of the greatest need for our citizens and in the most cost-effective manner."

The strategic plan was developed following extensive consultations involving more than 3,000 individuals from universities and businesses across Canada. MRC's new objectives include:

- facilitation of investment in health research, starting with the development of a unified national research framework in cooperation with other organizations;
- involvement of more people, technologies, experience and institutions in health research;
- establishment of partnerships with researchers in universities and institutes, health care providers, the provinces and the voluntary sector;
- strengthening partnerships with industry in order to contribute to economic prosperity through the application of new knowledge;
- more linkage of health care research to public policy, so that MRC is more accountable to the public for its expenditure of research dollars;
- attraction and training of the brightest research talent through closer attention to career pathways, especially for female scientists; and
- support for research into the cost-effectiveness of health care in general.

With a 1992-93 budget of about \$230 million, MRC supports more than 10,000 scientists and staff at universities, research institutes and teaching hospitals across Canada.

(Tim Stitt is a government relations officer at CAUT)

TAX FAX

**Robertson
& Hill**
Chartered Accountants

To: CAUT Members
From: Steven Dyck
Re: Incorporation

I recently spoke with a part-time lecturer at a post-secondary institution which in 1993 has introduced changes making it easier for teaching staff to bill for their services through a corporation. A number of academics may also generate revenue from research, publishing or contracting activities. The incorporation issue is hardly new, but it deserves a re-visit by those who dismiss it as too esoteric for their situation, or who fear extra complexity in their lives.

First, to dispel the fears: a small corporation entails no greater record-keeping than a small non-incorporated business, beyond the need for a separate bank account. It means higher (deductible) accounting/legal fees annually, and initial (non-deductible) incorporation costs, but incorporation's benefits should more than offset these. Some taxpayers fear incorporating will red-flag their return to Revenue Canada, but in practice, whether or not you incorporate has little bearing on whether you will be singled out for tax audit.

Revenue Canada will, however, look twice at people who are in reality employees but who incorporate themselves to take advantage of lower corporate tax rates. There are common-sense tests to distinguish the truly self-employed from "incorporated employees" detailed in the CAUT Tax Guide. If they are met, the transition from unincorporated business is easy, although if the business assets (including "goodwill") have increased in value, professional advice is needed to ensure no tax is due when business assets are transferred into the company.

Once the corporation is set up, real savings can start, due to the large spread between the highest personal rate and the small business corporate rates — a spread in Ontario of some 27 per cent. (Note: the low rates only apply to the company's active business income, not to, say, interest earned on the company's savings.) If you can leave even \$10,000 per year inside the company, that means \$2,700 of annual tax savings. Or reinvested at an after tax five per cent, an extra \$128,000 saved after 25 years simply by having incorporated — and available to be paid out post-retirement as salary. Alternatively, the extra funds can be paid out periodically to a low-bracket family member as salary deductible to the company in amounts small enough to mean almost no tax payable by, say, a non-working spouse, and small enough to be reasonable to a tax auditor in view of the services (typing, bookkeeping, etc.) performed.

Against these advantages must be offset the consideration that \$10,000 of foregone income means \$1,800 of foregone R.R.S.P. contributions, but for taxpayers at their contribution limits, this is irrelevant.

Canada's economy gives little reason to hope taxes will come down soon. We will have to be creative increasingly to minimize our individual tax burden.

Taxation is only one aspect of incorporation. CAUT members are well-advised to seek professional help should they decide to pursue incorporation for any purpose.

(Steven Dyck, CMA, is a partner in a firm with Robertson & Hill, chartered accountants in Ottawa)

The Mary Warner case: new developments

Deborah Harrison
Brock University

CAUT members will remember the story of Mary Warner, History secretary at Brock for 15 years, who in 1985 gave evidence to the University's Sexual Harassment Committee against a male faculty member. Partly on the basis of this evidence, the faculty member was asked to resign, and went on to a better paying American university with positive references from the Brock administration. Mary Warner, however, was subjected to harassment and eventually fired. In 1987, she filed civil suits for wrongful dismissal and defamation of character, and made a formal complaint to the Ontario Human Rights Commission. In 1992, the defamation suit was heard, and Mary Warner was awarded \$75,000 plus costs (see CAUT Bulletin, June 1987, February 1989, and June 1992).

On May 28, 1992, 30 days after Mary's defamation of character victory, the defendant, former Brock president, Alan Earp, filed a last-minute appeal, which had the effect of freezing the \$75,000 Mary had won in damages.

Success, however, has occurred on the Human Rights front. After the University had exhausted its possibilities for procedural stalling, the Commission ruled that a Board of Inquiry would indeed take place in Hamilton in May of 1993. In other words, the Human Rights action is finally going forward, and Mary may yet be reinstated in the position she has now not occupied for almost seven years. Very few Human Rights actions ever get this far.

The fact that the \$75,000 has been frozen is worrisome, though. To date, the wrongful dismissal and libel actions have cost Mary a total of \$100,000 in legal fees, and none of this counts the Human Rights action which, by itself, will tie up six weeks of lawyers' preparation and court time. Many of these legal fees have resulted from delays implemented by the University's lawyers. Hence, at a time of cost-cutting and restraint, an institution which is dependent on public funds appears to be using those public funds along with the ponderous mechanisms of the courts, to attempt to starve out an individual and perpetuate an appalling injustice.

Thus, once again The Mary Warner Fund is in need of donations from you. The costs of Mary's actions have been staggering. But the precedents their success will set for the women employees of the future are important, and Mary does not deserve the fate of having to endure the burden alone. We hope that some of you will be able to dig deep into your pockets yet one more time. Any amount would help. Please correspond with The Mary Warner Fund, c/o Professor Murray Miles, Department of Philosophy, Brock University, St. Catharines, Ontario, L2S 3A1. Thank you very much.

Federal Contractor's Program: An update

The main objective of the Canadian Federal Contractor's Program is to ensure that contractors who do business with the Government of Canada achieve and maintain employment equity in their workforce. The program applies to contractors who employ at least 100 people and who want to bid on federal contracts of \$200,000 or more. As a condition of their bid, these suppliers must commit themselves to implementing employment equity and to achieving a fair and representative workforce. If employment equity measures are not created and implemented, the contractor may lose the opportunity to compete for future government business.

Under the program, an institution certifies in writing its commitment to an employment equity program. An initial report is submitted, and the Canadian Employment and Immigration Commission may conduct a review to determine whether the contractor has complied with its program. The reviews are based on eleven criteria. During the review process, government officials conduct an initial investigation, one year later make a second visit, and then the review is closed. Subsequent reviews may be undertaken two years after the institution has been found in compliance.

The Institutions

Currently, forty universities

and colleges have been certified under the program, including thirty-one universities. Of the thirty-one, two are involved voluntarily since they have not yet received contracts, one has received contracts but is not yet under review, ten have received contracts and are currently under review and thirteen have received contracts and have been reviewed. To date, there have been no negative reviews in the university sector. There have been five follow-up reviews.

The following table indicates which universities fall into each of these categories.

UNIVERSITIES CERTIFIED
UNDER THE FEDERAL CONTRACTORS PROGRAM

CONTRACTS NOT YET AWARDED	CONTRACTS HAVE BEEN AWARDED				
	Not Yet Under Review	Currently Under Review	Review Closed	Date	Follow-up Review
Regina, Sask.	Mount St. Vincent, N.S.	Alberta, Alberta	Concordia, Quebec	7/91	Carleton, Ottawa
Trent, Ontario		York, Ontario	Oshouse, NS	8/92	Calgary, Alberta
		Western, Ontario	Laval, Quebec	2/92	Manitoba, Manitoba
		Memorial University, NF	McMaster, Ontario	6/91	Ottawa, Ontario
		Victoria, B.C.	Queen's, Ontario	5/92	Toronto, Ontario
		TUN, NS	Ryerson, Ontario	7/91	
		McGill, Quebec	Guelph, Ontario	6/91	
		Polytechnique, Quebec	Saskatchewan, Sask.	5/92	
		UOAM, Quebec	Waterloo, Ontario	7/92	
		University of Montreal	Windsor, Ontario	4/92	
			UBC, B.C.	11/91	
			UNB, NB	6/91	
			Simon Fraser, B.C.	12/92	

Le Programme de contrats fédéraux: Mise à jour

Le Programme de contrats fédéraux a comme objectif principal d'assurer que les entreprises faisant affaire avec le gouvernement du Canada mettent en oeuvre l'équité en matière d'emploi. Le programme s'applique aux entreprises qui emploient au moins 100 personnes et qui désirent soumissionner des contrats fédéraux de biens et services de 200 000 \$ ou plus. Le programme exige que ces entreprises s'engagent à mettre en oeuvre l'équité en matière d'emploi afin de disposer d'une main-d'oeuvre qui soit représentative et équitable. À défaut de se conformer aux mesures prescrites, les entreprises pourront perdre l'occasion de concourir pour des marchés du gouvernement fédéral.

En vertu du programme, un

établissement d'enseignement s'engage par écrit à mettre en oeuvre l'équité en matière d'emploi. À la soumission d'un premier rapport, la Commission de l'emploi et de l'immigration du Canada peut vérifier si l'établissement s'est conformé au programme. Les vérifications se fondent sur onze critères. Pendant le processus d'évaluation, des représentants du gouvernement effectuent une première vérification, en font une deuxième un an plus tard puis, si les résultats sont positifs, le processus est achevé. D'autres vérifications peuvent être effectuées deux ans après l'attestation de conformité de l'établissement d'enseignement.

Les établissements

À l'heure actuelle, quarante établissements ont reçu une

attestation de conformité au programme, incluant trente-neuf universités. De ce nombre, deux participent volontairement puis qu'elles n'ont pas encore obtenu de contrats, une a obtenu des contrats mais n'a pas encore fait l'objet d'une vérification, dix ont obtenu des contrats et font actuellement l'objet d'une vérification et treize ont reçu des contrats et ont obtenu des résultats positifs de conformité au programme. Jusqu'à présent, on ne compte aucune vérification négative dans le secteur universitaire. De plus, cinq universités font l'objet d'une deuxième vérification.

Le tableau ci-dessous répartit les universités dans cinq catégories.

UNIVERSITÉS QUI SE SONT CONFORMÉES AU PROGRAMME
DE CONTRATS FÉDÉRAUX

CONTRATS NON ENCORE ACCORDÉS	CONTRATS ACCORDÉS				
	Pas encore vérifiée	En vérification	Achevée	Date	Ouverture vérification
Regina (Sask.)	Mount St. Vincent (N.-É.)	Memorial (T.-N.)	Concordia (Québec)	7/91	Carleton (Ottawa)
Trent (Ontario)		York (Ontario)	Oshouse (N.-É.)	8/92	Calgary (Alberta)
		Western (Ontario)	Laval (Québec)	2/92	Manitoba (Man.)
		Victoria (C.-B.)	McMaster (Ontario)	6/91	Ottawa (Ontario)
		Alberta (Alberta)	Queen's (Ontario)	5/92	Toronto (Ontario)
		TUN (N.-É.)	Ryerson (Ontario)	7/91	
		McGill (Québec)	Guelph (Ontario)	6/91	
		Polytechnique (Québec)	Saskatchewan	5/92	
		UOAM (Québec)	Waterloo (Ontario)	7/92	
		Université de Montréal	Windsor (Ontario)	4/92	
			UBC (C.-B.)	11/91	
			UNB (N.-B.)	6/91	
			Simon Fraser (C.-B.)	12/92	

NRC

Continued from page 1

cally tested knowledge when they are not" and that his article constituted an abuse of his editorial and professional responsibilities. In September 1991 Morris Wolfe suggested in the *Globe and Mail* that "nowhere has Freeman addressed the charge that he himself cheated in submitting a paper for publication that he hadn't presented at the conference" and suggested he should be censured for unethical behaviour.

In June 1991 the *CJP* printed the following statement from Editor-in-Chief Professor Bruce Danek: "This article does not comprise science and has no place in a scientific journal. The National Research Council Research Journals and the Editor of the *Canadian Journal of Physics* regret that this article was published." This did not, however, repudiate the contents of the article. Moreover, this statement was not page indexed and was not computer-linked to the Freeman article so that those consulting that particular article in the journal would continue to be unaware of the subsequent statement.

Furthermore Professor Freeman continued to write to various journals including the *CAUT Bulletin* requesting his article be published because it had appeared in a peer-reviewed journal and because this peer-reviewed research supported, among other things, his view that Marc Lépine, the murderer of the women at the Ecole Polytechnique, was a victim of feminism. *CAUT* refused.

Meanwhile the controversy hit the media. Morris Wolfe wrote several articles for the *Globe and Mail*, starting in July 1991. Then the matter became international with the publication of articles in *Science* and in *Physics Today*. All this substantially increased the heat on the National Research Council since the affair seemed to cast doubt on the standards of all Canadian scientific journals published by the NRC. As Morris Wolfe said: "If this is what peer review means at the *Canadian Journal of Physics*, can one trust any of the articles that appear in this journal?" The then president of the Canadian Association of Physicists, Professor Ronald Lees, wrote to the NRC in favouring of withdrawing the issue but also calling for an inquiry.

There were, however, other voices. Shelley Page, writing for the *Ottawa Citizen*, pictured Freeman as "one annoying little guy" being crushed by the establishment. Various people wrote abusive letters to Morris Wolfe in support of Freeman and Marc Lépine, and both the *Globe* and the *Citizen* headlined their news stories with the suggestion that this might be considered as a joke.

The NRC decided to do a number of things. It refused to

withdraw the issue. It had already removed Professor Nicholls and replaced him with a new editor, and changed its internal policies so that all articles are now reviewed by more than one reviewer. It was now decided to publish a special issue of the *CJP* on the Freeman affair, partly to answer the question of how the article came to be published in the first place, partly to subject the Freeman article to standard social science analysis, and partly to review the literature generated by the affair. NRC also decided it would hold a conference on ethics in publishing and ensure this special issue was available for that conference.

The conference was duly held in Toronto at the beginning of February. However, not only was the special issue not available, but the representatives of NRC said the NRC had now decided not to publish it. The fairly predictable result of that announcement turned the conference into one mainly on the Freeman affair. Several of the commentators noted that the most interesting part of the Freeman affair was not the affair itself but the reaction of the academic community to it. By the end of the conference the NRC officials said they were prepared to reconsider the matter but, for the moment, the decision not to publish stood.

Professor Alan Andrews, President of CAUT, wrote to the NRC immediately after the conference, agreeing with the decision not to suppress the September 1990 issue of *CJP*, but urging the NRC to publish the special issue.

"It is," he wrote, "not only that the NRC appears to be breaking a promise which was at least implied in earlier discussions ... It is also a question of the way in which the academic community at large deals with matters of this kind. It is not right that a public body like the NRC should seek to sweep such matters under the rug. The expert comments on Freeman's article, and on the way in which it came to be published in *CJP* need to be as much a part of the record as is the original article."

NRC has replied and says it now has fairly firm plans to publish the proceedings of the Toronto symposium in the *Journal of Scholarly Publishing* which would include Professor Danek's account of the affair and it is considering whether the analyses of Freeman's article should appear in that journal or in the *CJP*. Professor Andrews has responded by stating that in his view both the Danek article and the critiques of the Freeman article should also appear in the *CJP* since it is highly unlikely that the readership of that journal will be subscribers to the *Journal of Scholarly Publishing* and, therefore, will continue to be unaware of the scope and resolution of the controversy.

(Donald C. Savage is Executive Director of CAUT.)

SELF-HELP "FULBRIGHT?"

An Exclusive Travel Opportunity for Educators

FEC FACULTY EXCHANGE CENTER, founded 1972 to meet the ever-increasing competition for fully-funded travel grants, aims: (1) to assist scholars in their pursuit of academic exploration by facilitating temporary teaching exchanges, and (2) to facilitate house exchanges for all interested in travel or study, here or abroad. For information, applications, participants' endorsements, write to FEC, 952 Virginia Avenue, Lancaster, PA 17603, USA or call 717-393-1130.

STATUS OF WOMEN/STATUT DE LA FEMME

Audre Lorde: Sister Outsider

For those of us
who were imprinted with fear
like a faint line in the center of our foreheads
learning to be afraid with our mother's milk
for by this weapon
this illusion of some safety to be found
the heavy-footed hoped to silence us
For all of us
this instant and this triumph
We were never meant to survive
And when the sun rises we are afraid
it might not remain
when the sun sets we are afraid
it might not rise in the morning
when our stomachs are full we are afraid
of indigestion
when our stomachs are empty we are afraid
we may never eat again
when we are loved we are afraid
love will vanish
when we are alone we are afraid
love will never return
and when we speak we are afraid
our words will not be heard or welcomed
but when we are silent
we are still afraid

So it is better to speak
remembering
we were never meant to survive.

(from *A Litany for Survival*)

Keith Louise Fulton

Audre Lorde, our Sister Outsider, died Nov. 17, 1992. She will be remembered for the courage, love and precision in naming the realities and conditions in her life.

She identified herself as a black feminist lesbian poet, "although it felt unsafe, which is probably why I had to do it. I explained that I identified myself as such because if there is one other black feminist lesbian poet in isolation somewhere within the reach of my voice, I wanted her to know she was not alone" (*Burst of Light*).

I am not black, nor am I anything of the poet Lorde is, but I have been in reach of her voice. In my own struggle to be present in my life and to make women's lives present in the university — against all the psychological and systemic prohibitions — I found in her voice a trusted sister. Her voice does not spare herself, or me, nor does she promise survival.

In addition to the names she so proudly took for herself, Audre Lorde is a feminist theo-

rist. In her poems and essays, she shows how the work can and must be done; the alternative is "to make a graveyard for our children."

Her titles are an index to feminist theory: *Poetry is Not a Luxury*, *The Transformation of Silence into Language and Action*, and *The Master's Tools Will Never Dismantle the Master's House*.

"What does it mean," Lorde asks, "when the tools of a racist patriarchy are used to examine the fruits of that same patriarchy? It means that only the most narrow perimeters of change are possible and allowable." Lorde is speaking about a university.

The master's tools "may allow us temporarily to beat him at his own game, but they will never enable us to bring about genuine change. And this fact is only threatening to those women who still define the master's house as their only source of support" (*Sister Outsider*). Poetry is not a luxury for women, but a necessity because it forms a bridge between ideas

and the "hidden sources of our power" and names what we are afraid to know.

Audre Lorde maintains that we can use our power in the service of what we believe in. And if we do not use our power, it will be used for us, and in our names. "So the only way for us not to be used as instruments of oppression is to actively engage ourselves in the liberation struggles..." (*Womanist*, Sept/88, 4).

While that work isn't easy, it is possible, if we can inhabit our own silence.

Lorde's gift is to show us how words can be filled with our meanings and determination. Feminist theory, to create lasting change, requires the skill of the poet to resist the master's tools and to articulate our lives and our knowledge.

Black feminist lesbian poet, professor, mother, lover, woman, warrior, Audre Lorde asked at her death that the message go out to her sisters to keep up the work. And we will.

(Keith Louise Fulton, Department of English, University of Winnipeg.)

OCUFA conference examines strategies for inclusive universities

Glen Brown

How can faculty expand academic freedom and open universities to those previously excluded?

Nearly 100 faculty members, librarians, and other community members came together to discuss that topic in Toronto on Feb. 5 and 6. They were attending a conference called "Developing Strategies for the Inclusive University" hosted by the Ontario Confederation of University Faculty Associations (OCUFA) and planned by the OCUFA Status of Women Committee.

Keynote speaker Emily Carasco said she was optimistic that the drive for a more inclusive university would be successful. Carasco, a law professor at the University of Western Ontario and vice-president of OCUFA, said the challenges posed by changing demographics and increasing internationalism would make change inevitable.

She noted that "in spite of all the ink spilt in defending the merits of the western canon of literature in the last two years," the canon is indeed changing.

"The changes being demanded by people of colour, gays and lesbians, aboriginal peoples and women generally — all constituting more than half of the population — can only be resisted if we permit the resistance," she said. "Remember that together we are the majority."

Carasco welcomed the "energizing, liberating and creative influence of feminism" sweeping through Canadian universities. "My optimism for the future is not without awareness of the need for feminists in universities to continually examine their positions and goals," she

said. "We must remain open and tolerant of difference and diversity of views."

The debates currently under way in the university community about diversity and academic freedom are very healthy, Carasco said. "These discussions and dialogues should be embraced, encouraged and expanded upon: in the classrooms, in all settings where decisions regarding universities are made, and among members of the general public."

She encouraged conference delegates to "focus on what our goals are; to openly respond to our critics by challenging their assumptions and naming their agendas; and finally to critically examine our own positions and place them in the larger global context."

York Sociology Professor Jan Newson opened the Saturday portion of the conference by examining the resistance to feminism. She argued that the concept of "backlash" was inaccurate, in that it suggests that resistance is caused by feminism, rather than a defense of male privilege. "Anti-feminism" is similarly inadequate to describe the obstacles to equality, she said.

Newson proposed the term "neo-sexism" as the most accurate description of resistance. "In contrast both to 'backlash' and 'anti-feminism,' the term 'neo-sexism' emphasizes an historical continuity between recent forms of opposition to women's equality struggles and the long-term pattern of male dominance which preceded and necessitated the feminist response in the first place," she said.

Joanne St. Lewis, Executive Director of the Women's Legal

Education Action Fund, challenged faculty to expand traditional notions of academic freedom. "Does the definition take into account the context of who has access and who has control?" she asked. "The nature of what we call academic freedom would look different if women, people of colour, gays and lesbians and others were participating in the debate."

St. Lewis, whose previous position was as Director of the Education Equity Program for the Common Law Section of the University of Ottawa Law Faculty, said current university structures are not serving a fundamental goal, which is to foster dissonance. "People who are 'unable to adapt' are portrayed as the problem, but maybe the problem is the institution and its *rigor mortis*," she said.

She encouraged faculty to be active change agents. "Every day that we don't challenge exclusivity we are excluding," she said.

Professor Roxana Ng described the challenge to make universities more inclusive as one of identifying and changing the "systems, ideas and practices which justify and support the ideologies of superiority."

Ng, who teaches sociology at the Ontario Institute for Studies in Education, said power imbalances should not be ignored in university processes. "We need proactive strategies that recognize that we are all gendered and racialized subjects," she said.

Ng called for faculty associations to be more active in supporting education about racism and sexism.

University of Toronto Political Scientist David Rayside told the conference that invisibility

in the curriculum and campus life is a continuing problem for lesbians and gay men.

"I do not want to say that lesbians and gay men inside or beyond the walls of the academic world are more oppressed than others," he said. "However, issues pertaining to their lives are often the last and the least attended to."

Rayside cautioned against relying too heavily on harassment procedures to protect against discrimination. "I am increasingly uncomfortable with the extent to which we may be tempted to rely on administrators and administrative procedures to do our political work for us," he argued.

"Our energies must be focused, instead, on emboldening students to pose challenges to the things they are taught by members of the faculty, and help them teach the skills for raising heretical questions," he concluded.

Professor Linda Briskin asked conference participants to prepare strategies for "breakthrough" events that advance equity in universities. Briskin, who teaches women's studies at York University proposed strategies that focused not on

individual attitudes but on systemic power relationships and "the concrete distribution of privileges."

"Sexism, racism and other relations of power are part of the 'common sense' of institutions," she said. "Our task is to name it, confront it and disrupt it."

Conference participants worked in small groups to discuss equity issues and propose strategies. Among the ideas brought back to the final plenary were:

- supporting students who challenge curricula, and rewarding faculty for curricular innovations.

- negotiated class sizes to permit more student/professor interaction;

- lie relations departments changed to community relations, with a mandate to foster links with diverse communities;

- expanding definitions of academic freedom to include a student's freedom to learn; and

- staging a "professional development day" across the system to protest underfunding.

(Glen Brown is the communications officer for the Ontario Confederation of University Faculty Associations.)

CAASHHE

The 1993 annual conference of the Canadian Association Against Sexual Harassment in Higher Education will be held in Ottawa on November 10-14, 1993. The conference will be organized and chaired by Mariette Blanchette, CAUT legal officer. Abstracts for presentations will be accepted until June 30, 1993. Please send your proposal to Mariette Blanchette, CAUT, 308 - 294 Albert St., Ottawa, Ont., K1P 6E6; fax 613 237-2105; e-mail CAUT@CARLETON.CA.



J. Mark Langdon

PROVINCIAL ROUNDUP/SUR LA SCÈNE PROVINCIAL

Universities in Manitoba, PEI face funding clawbacks

Universities in Manitoba and PEI recently suffered clawbacks late in the 1992/93 budget cycle. The decisions were made with only two months remaining in Manitoba's budget year and three months in PEI's.

The governing Council of CAUT, meeting in Ottawa, Jan. 30 and 31, unanimously deplored the clawbacks.

In Manitoba, the cut represents a 1.08 per cent reduction in 1992/93 operating grants. The University of Winnipeg will lose \$244,900, Brandon University \$159,200, the University of Manitoba \$1,735,000 and St. Boniface \$46,700.

The University of Manitoba Faculty Association, the University of Manitoba Students' Union, the University of Winnipeg Faculty Association, the University of Winnipeg Student Association, and the University of Manitoba and the University of Winnipeg Association of Employees Supporting Education Services expressed their concern in a full page advertisement in the *Winnipeg Free Press*.

"Universities are an important part of Manitoba's 21st Century and funding for universities is an essential investment in Manitoba's futures," the advertisement read. It also noted that "Universities mean technological innovation, adaptability to change, research and development, communications, and jobs" and concluded that "Universities mean a trained workforce, educated human resources, increased opportunities in a global environment and jobs."

Tom Booth, President of MOFA, indicated the government would reduce the last two months' cheques to the universities. He said the university community was equally alarmed by a comment by Education Minister Clayton

Manness, that previous restraint measures would "pale by comparison" to those to be introduced for the 1993/94 year. Booth indicated that rumours vary from a funding freeze to a cut of six per cent. He stated that recent developments represent "a dismantling of the educational system."

Alden Turner, president of the University of Winnipeg Faculty Association, said: "The Manitoba government needs to be held accountable for its management of universities. It is inconceivable that if, by the year 2000, 85 per cent to 90 per cent of Manitobans are without degrees, we will be able to compete in a global context."

Joe Dolecki, president of Brandon University's faculty association, emphasized the decision placed departments in an awkward situation. He noted that at Brandon, most expenditures for the 1992/93 year are already committed. The administration was informed of the government's decision on Jan. 26 and on Jan. 28 the Board of Governors voted to impose a uniform cutback of 0.77 per cent on all departments. This represented a \$26,000 cut for arts, \$18,000 for education and \$34,000 for science.

Departmental chairs met and discussed ways to deal with the reductions. In many cases, the only possible areas where money could be cut was in office supplies and consumables and through breaking contracts with fourth year markers. The outcome would be ungraded assignments, discontinuation of telephone service, abrupt dislocation for student markers and the inability to print outlines and examinations. Most departments, he said, will simply carry forward a debt to the next year.

The Arts Faculty Council passed a resolution requesting

that the government "refrain from using clawbacks as a way of reducing deficits since such policies are inconsistent with rational budgeting and planning and detrimental to the advancement of post-secondary education in Manitoba."

Dolecki described the recent announcements as "a misguided and political calculation by the Tories. They promised they wouldn't raise taxes. What they're going to do is take a sledgehammer to the infrastructure supported by the tax base. The decision will do severe damage to the province's infrastructure. It will take time to recover; it is much more difficult to rebuild it than to tear it down."

The outcomes at Brandon, he postulated, would be "tough times in contract negotiations, tuition increases and compression of courses." Rumours of a 30 per cent tuition increase are particularly devastating, he said, given that there has already been a 170 per cent increase in tuition since 1981 and that two-thirds of Brandon students are on loans.

At UPEI, Roger Black, president of the Faculty Association, said the \$300,000 cut was handled competently by the administration. He concluded: "We are happy with the way the university has dealt with it. We are unhappy that the government might think this is becoming behaviour in the future. Naturally, we don't like this method of government budgeting." Black said that there are strong signals from the government of a funding freeze for 1993/94.

CAUT President Alan Andrews said that the decisions "destroy trust and make rational planning impossible."

New ministers in Ontario and Alberta

As part of Bob Rae's cabi-

net shuffle, veteran MLA Dave Cooke, member for Windsor-Riverside and former House Leader and minister of municipal affairs, will become minister of all education in Ontario. The creation of a "super-ministry," which combines the ministries of colleges and universities, education and skills development was tried by the former Liberal government in 1989. Former minister Dr. Richard Allen, is now minister without portfolio.

Saul Ross, president of OCUFA expressed concern about the rearrangement: "Our concern starts with the new title of 'Super-Ministry of Education and Training.' Is this a sign of the relative unimportance of universities? Given the government's preoccupation with OTAB and the fact that colleges are linked to training, where does this leave universities? A second concern we have is given the enormous amount of work being done at the elementary and secondary level-funding, destreaming — and also getting OTAB up and running, we wonder whether there will be time to look at these concerns and still represent universities in cabinet."

Ross described Cooke as one of the government's four high profile ministers, but said: "Until we see the minister represent our concerns, we will reserve judgement."

In Alberta, John Gogo, whose propensity for off-the-cuff comments upset some students and faculty, was shuffled out of the cabinet in favour of Cardston MLA Jack Ady, who becomes the new minister of advanced education and career development.

Ontario presents study on services for hearing impaired and blind

Prior to leaving his post, Allen presented a study to the Legislature on interpretation,

intervention and simultaneous translation for deaf and blind persons. It was undertaken in response to a resolution put forward by York East member Gary Malkowski, who is hearing impaired. His resolution wanted the Ministry of Colleges and Universities to re-evaluate practices related to blind and hearing impaired citizens. Donald Rutledge, of the Council of Education, led the examination in concert with ministerial representatives and service providers.

Three working groups presented 127 recommendations to the minister. Allen said the study will be distributed to colleges and universities, school boards, offices of the Canadian Society of the Hearing Impaired, consumer groups, other Ontario ministries, offices of the CNIB and relevant service providers. He said he expects schools and colleges and universities to consider the recommendations and to aim to increase post-secondary educational possibilities for deaf and blind students.

Ontario funds programs to combat date and acquaintance rape on campus

Ontario's Ministry of Colleges and Universities recently provided \$402,000 to help post-secondary institutions combat date and acquaintance rape on campuses. The ministry also will supply \$1.5 million to continue efforts to make campuses safer for women. The money will be spent on lighting, emergency phones, awareness campaigns and other safety improvements.

(J. Mark Langdon is a Ph.D. student and instructor in the Department of Political Studies, Queen's University.)

La réforme des structures à l'Université de Sherbrooke

Jean Goulet

Un long processus de réforme des structures de l'Université de Sherbrooke s'est engagé à partir du 27 février 1989, par la mise sur pied d'une Commission de cinq personnes, qui devait faire rapport au Conseil d'administration. Ce rapport fut déposé le 27 janvier 1992. Il est important de noter que cette Commission a travaillé dans le plus grand secret et que personne ne connaissait ses recommandations avant le moment du dépôt de son rapport.

Par la suite, le Conseil d'administration a mis sur pied un Groupe de travail de six personnes, présidé par le recteur, pour recueillir les commentaires de la communauté universitaire sur le rapport de la Commission. Le Groupe de

travail a tenu des audiences publiques du 30 octobre 1992 au 11 novembre 1992. À cette occasion, le SPPUS a présenté un mémoire, suite à une large consultation de ses membres, incluant la tenue d'un Colloque public le 23 octobre 1992.

Le rapport préliminaire du Groupe d'étude indépendant de l'ACPU a alors beaucoup servi à alimenter la réflexion du Syndicat. Le SPPUS, en accord avec les deux autres associations de professeurs et professeurs de l'Université, soit l'Association des ingénieurs (AIPSA) et des médecins (APPFEMUS) a principalement soutenu l'idée de création d'une Assemblée universitaire, du type d'un «sénat», où les grands débats concernant les orientations et l'avenir de l'Université pourraient avoir

lieu. Cette idée a aussi été retenue par la plupart des groupes qui sont intervenus aux audiences publiques du Groupe de travail.

Par la suite, le 25 janvier dernier, le Groupe de travail a remis son rapport définitif au Conseil d'administration, qui, l'ayant reçu séance tenante, a décidé de le garder confidentiel jusqu'à ce qu'il en décide autrement.

Le SPPUS ne peut évidemment souscrire à une telle décision, qui a pour effet d'exclure la communauté universitaire de la réflexion sur la réforme des structures majeures de l'Université : il devient en effet très probable que le Conseil d'administration décide de l'adopter en bloc à sa prochaine séance, le 22 février, sans que quiconque de la communauté

universitaire ne l'ait vu.

Il importe de mentionner ici que le mandat du recteur actuel vient à échéance le 31 mai prochain, et que l'élection au rectorat se tiendra le 26 février.

Le Groupe de travail semble donc vouloir exclure complètement les conclusions de son rapport de toute discussion dans le cadre de cette élection. Il nous semble au contraire utile de sonder les candidates et candidats au rectorat, pour nous permettre de juger de leur philosophie de gestion d'une université.

Le SPPUS a donc entrepris les démarches nécessaires en vertu de la Loi d'accès aux documents d'organismes publics, pour obtenir copie du rapport, et le diffuser le plus rapidement possible.

La direction de l'Université,

qui sait pertinemment que la Commission l'obligera à nous remettre ce document, nous a donc avisé de son intention de ne répondre à notre demande qu'à la limite du délai de 20 jours prévus par la loi, ce qui devrait lui permettre de conserver secret le document suffisamment longtemps pour qu'il n'ait pas d'influence sur l'élection au rectorat.

Les avocats de la FQPPU travaillent actuellement à mettre au point la requête du SPPUS. Il est probable que nous aurons eu le document avant que la Commission en arrive à statuer sur notre requête. Cependant, nous comptons tout de même mener notre requête à terme, pour empêcher qu'une telle absurdité ne se répète à l'avenir. (Jean Goulet est président de la SPPUS.)



Susan Gray

NEWS FROM QUEBEC

Quebec should become more competitive vis à vis foreign students

The importance of foreign students for Quebec is underscored in a recent document prepared for the minister of higher education and science by the Conseil des Universités. According to *Les étudiants étrangers dans les universités québécoises*, (Foreign Students in Quebec Universities), "For Quebec, the capacity ... to attract foreign students is essential to the vitality of its graduate programs ... At this point in the evolution of Quebec universities, foreign students therefore play a major role."

Until the 1980s, the question of foreign students was dealt with from a development perspective. The current context is very different, however. Scientific and academic exchanges are in keeping with the new goals of developing and internationalizing graduate studies and research, a tendency which is linked to global integration and to the creation of regional poles of economic and scientific activity.

The number of foreign students in Quebec is comparable, proportionally, to that found in other industrialized nations of the same size. One thing that hampers Quebec's competitiveness, however, is its differential fees, which are among the highest in Canada. The fees are also on a par with those of public universities in the U.S.

Policy-wise, the Quebec government has been pro-active regarding the question of foreign students. One of the tools at its disposal has been the exemption from differential fees. The exemption was part of a policy whose principle objective was to redress the imbalance between the francophone and anglophone sectors. It has had the desired effect — the attraction of more students to the former sector. But a disparity still exists, mainly at the undergraduate level.

The Conseil believes the government must give up some of its jurisdiction in the area of foreign students to the universities themselves.

"The universities and the professorial corps are at the heart of international exchanges and collaborations. There is a dynamic to activities such as these which cannot be subject to regulation or control, but which must instead be open to the strengths and the ingenuity of the participants," writes the Conseil.

The Conseil based its policy on foreign students on several principles, among them the following: "A climate of dialogue and coordination should govern the planning of interventions." Michel Campbell, the president of the Fédération québécoise des professeurs et professeurs d'université, completely agrees. "An atmosphere of synergy, rather than one of competition, could only work in our favour," he said in an interview.

The Conseil's policy stresses the financial side of easing access for Quebec's foreign students. Among other things, the Conseil says "differential fees for foreign graduate students should drop to approximately \$3,000 per term, and these should remain competitive with fees at other North American universities."

At all Quebec universities except Concordia, differential fees currently range from \$6,900 to \$7,060 per student, on average.

Rhéaume contests thesis mark

Gilles Rhéaume, the former head of the Parti indépendantiste and ex-president of the Société Saint-Jean-Baptiste, has begun legal proceedings against the Université du Québec à Montréal (UQAM). Rhéaume feels his master's thesis deserves an A instead of a B.

At the time of publication, an application was to have been filed in Quebec Superior Court, barring an agreement between the two parties.

Mr. Rhéaume wrote his thesis, entitled "À la recherche du juste en matière de droits linguistiques" (In Pursuit of Justice in the Matter of Linguistic Rights) as a philosophy student. He submitted his thesis in November 1990.

The former politician says he has a right to an A because most of the members on the jury that evaluated his thesis gave him an A. He says he's basing his case on a university regulation which stipulates that only marks and recommendations count towards a thesis grade.

But François Carreau, UQAM's Dean of Graduate Studies and Research, said the regulation Mr. Rhéaume is referring to was modified in 1992. "The regulation was changed to allow for the practice (of including comments) which existed in every department," said Mr. Carreau.

Mr. Rhéaume has brought his case before UQAM's ombudsman; an ad-hoc committee read the thesis and gave it a B. Still, he told *Le Devoir* that a public inquiry looking into the "squandering of funds" resulting from the "arbitrariness and the abuse of power, in the graduate section of the philosophy department" should be held.

Two student associations, the Association nationale des étudiants et étudiantes du Québec (ANEEO) and the Association générale étudiante de l'UQAM (AGEUQAM) have promised to assume all of Mr. Rhéaume's legal fees because "We have here a flagrant abuse of power," and because "all other means have been exhausted," says Guylaine Sirard, who works in training and organization at ANEEO.

McGill's teaching assistants unionize

Last December, McGill's teaching assistants and demonstrators voted in favour of forming a union by a 73 per cent margin; 64 per cent of the 875 TAs actually voted for the union. The new union will be affiliated with the Confédération des Syndicats Nationaux (CSN).

Jean-Pierre Bourdeau, the interim coordinator of the Association of Graduate Students Employed at McGill, said during an interview that the union (which doesn't have a constitution yet), is aiming to set minimum standards and to secure minimum rights and benefits for its members. "Because there is such variation between departments and faculties, we don't want to standardize (the arrangements)," he explained.

Mr. Bourdeau said TAs at McGill are among the worst paid in Canada. Union advocates say salaries haven't been adjusted for inflation in 10 years.

The formation of the union required that more than 50 per cent of all TAs vote in favour of it. Two votes were held, as only 60 per cent of potential voters cast their ballots the first time.

Professor fired

A tenured professor from Concordia University has been fired because of gross and willful neglect of duties. More specifically, Gérard Trudel was found guilty of harassment, abuse of authority and the mixing of personal financial dealings with university business. Mr. Trudel, the former principal of the Institute for Co-operative Education, had worked at Concordia for 28 years.

André Sylvestre, the provincial labour arbitrator who rendered the decision said Mr. Trudel's testimony regarding the harassment "wasn't very credible" and it was a "fable" concerning the latter two charges.

(Susan Gray is a freelance journalist and translator who lives in Montreal.)

NOUVELLES BRÈVES DU QUÉBEC

Le Québec doit devenir plus compétitif pour les étudiants étrangers

Susan Gray

L'importance des étudiants étrangers pour les universités québécoises est soulignée dans un nouvel avis au ministre de l'Enseignement supérieur et de la Science, préparé par le Conseil des Universités. Selon l'étude intitulée *Les étudiants étrangers dans les universités québécoises*, «Pour le Québec, la capacité ... d'attirer des étudiants étrangers est essentielle au dynamisme des études supérieures ... Le rôle des étudiants étrangers est ainsi devenu un enjeu important à cette étape de l'évolution des universités québécoises.»

La question des étudiants étrangers était «longtemps subordonnée à la notion d'aide au développement.» Mais depuis les années 80, le contexte actuel a beaucoup changé. Aujourd'hui, les collaborations scientifiques et universitaires entre les pays s'inscrivent dans les visées de développement et d'internationalisation des études supérieures et de la recherche, une tendance liée à l'intégration mondiale et au mouvement de formation des pôles régionaux économiques et scientifiques.

Le Québec profite d'un nombre grandissant d'étudiants étrangers, comparable en proportion à celui d'autres sociétés industrialisées de même taille. Néanmoins, un des facteurs qui joue contre la compétitivité du Québec à cet égard est le niveau de ses droits majorés, parmi les plus élevés au Canada, comparables à ceux des établissements publics américains.

Le gouvernement québécois a joué un rôle actif en ce qui concerne la venue des étudiants étrangers. Parmi les mesures à sa disposition se trouve l'exemption aux droits majorés. L'exemption faisait partie d'une politique qui visait principalement à redresser le déséquilibre entre les secteurs francophone et anglophone. Cette politique a eu les effets attendus — la venue d'un plus grand nombre d'étudiants au réseau francophone, mais une inégalité persiste, surtout au premier cycle.

Le Conseil considère que le rôle joué par le gouvernement à ce jour doit céder la place, en partie, aux pouvoirs des universités mêmes.

«Les universités et le corps professoral constituent la clé de voûte de la dynamique d'ensemble des collaborations et des échanges internationaux, dynamique qui ne peut être régie ni planifiée d'autorité, mais qui doit plutôt être laissée aux forces et à l'ingéniosité de ses membres», écrit le Conseil dans son rapport.

Parmi les principes sur lesquels le Conseil s'est basé pour établir sa politique en matière d'étudiants étrangers, on retrouve: «Un esprit de concertation et de coordination doit présider à la planification des interventions des partenaires.» Michel Campbell, président de la Fédération québécoise des professeurs et professeurs d'université, est entièrement d'accord. «On ne peut que se réjouir du fait qu'on travaillerait dans une perspective de synergie, plutôt que dans une atmosphère de compétition», a-t-il dit en entrevue.

La politique du Conseil repose pour beaucoup sur les moyens financiers permettant de faciliter l'accès au Québec des étudiants étrangers. Entre autres, le Conseil recommande que les «droits majorés exigés des étudiants étrangers aux cycles supérieurs soient ramenés à environ 3 000 \$ par trimestre et qu'ils demeurent dans les normes à l'échelle nord-américaine.»

Actuellement, pour toutes les universités sauf Concordia, ces frais se situent entre 6 900 \$ et 7 060 \$ par personne, en moyenne.

Rhéaume conteste une note de mémoire

Gilles Rhéaume, l'ex-chef du Parti indépendantiste et ex-président de la Société Saint-Jean-Baptiste, a entamé des poursuites contre l'Université du Québec à Montréal parce qu'il croit que son mémoire de maîtrise mérite un A et non un B.

Au moment d'aller sous presse, une requête devait être déposée en Cour supérieure, à moins que les parties n'en arrivent à une entente à l'amiable.

M. Rhéaume a rédigé sa thèse nationaliste intitulée «À la recherche du juste en matière de droits linguistiques» pour le département de philosophie. Le mémoire avait été déposé en novembre 1990.

M. Rhéaume dit qu'il a droit à un A, car la plupart des membres du jury d'évaluation de son mémoire lui ont accordé cette note. Il dit qu'il se base sur le règlement universitaire qui stipule que seules les notes et les recommandations doivent compter pour un verdict à un mémoire.

Mais François Carreau, doyen des études avancées et de la recherche à l'UQAM, a dit que le règlement dont parle M. Rhéaume a été modifié en 1992. «Le règlement a été modifié de façon à confirmer cette pratique (d'inclure des commentaires) qui existait dans tous les départements», a dit M. Carreau.

M. Rhéaume a fait réévaluer son mémoire (avec comme résultat une note de B) après avoir porté plainte à l'ombudsman de l'UQAM. Néanmoins, il veut une enquête publique sur «la dilapidation de fonds» qui résulte de «l'arbitraire et de l'abus de pouvoir érigés en système aux études avancées en philosophie», a-t-il soutenu dans *Le Devoir*.

Deux associations d'étudiants, l'Association nationale des étudiants et étudiantes du Québec (ANEEO) et l'Association générale étudiante de l'UQAM (AGEUQAM) se sont engagées à assumer les dépenses juridiques éventuelles de M. Rhéaume car «il y a là un cas d'abus de pouvoir flagrant» et parce que «tous les recours habituels ont été épuisés», selon Guylaine Sirard, agent de formation et d'organisation à l'ANEEO.

Les auxiliaires d'enseignement de McGill forment un syndicat

Les auxiliaires d'enseignement et les démonstrateurs de l'Université McGill ont voté en faveur de la formation d'un syndicat par une majorité de 73 p. 100 en décembre dernier. Soixante-quatre p. 100 des 875 auxiliaires d'enseignement ont voté pour la formation du syndicat, qui sera affilié à la Confédération des syndicats nationaux (CSN).

Jean-Pierre Bourdeau, le coordinateur par intérim de l'Association des étudiants diplômés employés à McGill a dit en entrevue que le syndicat (qui n'a pas encore de statuts) cherche à mettre en place des normes, des droits et des avantages minimums pour les enseignants. «Parce qu'il y a une telle variation entre les départements et les facultés, on ne veut pas standardiser (les arrangements),» a-t-il dit.

M. Bourdeau a dit que les auxiliaires d'enseignement à McGill sont parmi les plus mal payés au Canada. Il n'y a eu aucun redressement des salaires en fonction de l'inflation depuis 10 ans, disent les défenseurs du syndicat.

Il a fallu organiser deux tours d'élections afin que plus de 50 p. 100 des auxiliaires d'enseignement votent en faveur de la formation du syndicat. Seulement 60 p. 100 des électeurs potentiels sont venus lors au premier tour.

Professeur congédié

Un professeur titulaire de l'Université Concordia a été congédié pour négligence grossière et volontaire dans l'accomplissement de ses fonctions. Plus précisément, Gérard Trudel est coupable de l'harcèlement, d'abus de pouvoir et d'utilisation des ressources de l'Université pour ses affaires financières. Ancien directeur de l'Institut d'enseignement coopératif, M. Trudel avait travaillé à l'Université pendant 28 ans. André Sylvestre, l'arbitre du tribunal du travail provincial qui a rendu la décision, a dit que le témoignage de M. Trudel n'était pas très crédible quant au harcèlement et qu'il était «une fable» quant aux autres infractions.

(Susan Gray est journaliste et traductrice pigiste qui vit à Montréal.)

TRIBUNE LIBRE / COMMENTARY

Organiser professeurs et bibliothécaires retraités

The psychological, social and financial needs of a growing number of retired professors and librarians, many of whom have devoted their entire life to academia, call for solutions. In some cases these needs are met through formal or informal arrangements with the existing faculty association. Where such a set-up exists, retired professors and librarians are able to maintain some link with their former institution. Where this arrangement is not in place, retirees have in some cases formed separate organizations. No matter which scenario is available on retirement, much progress still must be made to meet the needs of our retired and retiring academic staff members.

J.E. Havel

Depuis 1983, organiser les professeurs et les bibliothécaires à la retraite se propage au Canada. Les besoins psychologiques, sociaux et financiers d'un nombre croissant de personnes qui se sont souvent dévouées toute leur vie durant aux universités exigent des solutions.

Le plus simple est de conserver les liens avec les associations présentes de professeurs et d'y incorporer professeurs et bibliothécaires à la retraite. Tel est le cas à l'Université du Manitoba, à l'Université McGill, à l'Institut d'études pédagogiques de l'Ontario et à l'Université de Toronto. Professeurs et bibliothécaires à la retraite y paient un droit annuel modeste de deux à sept dollars. Ils reçoivent tous les envois de leur association, sont invités à ses fêtes et peuvent s'exprimer à ses assemblées générales.

À l'Université du Manitoba, à l'Université McGill et à l'Institut d'études pédagogiques de l'Ontario, lorsque la convention collective doit être renégociée, les adhérents à la retraite sont invités à donner leurs opinions sur les sujets qui les touchent. À l'Université du Manitoba, les adhérents à la retraite peuvent être invités à faire partie de

l'équipe de négociation, et dans un tel cas leur statut redevient celui d'un adhérent en activité.

La University of Toronto Faculty Association est une organisation volontaire. Ses membres à la retraite sont admissibles à participer à tous ses comités permanents. Deux membres à la retraite élus siègent à son conseil.

Quand les associations de professeurs ne sont pas ouvertes à des membres à la retraite, les retraités peuvent disposer de leur propre organisation. Au commencement, une semblable organisation n'est pas officiellement attachée à une association de professeurs sur le même campus universitaire. Ceci ne signifie pas que l'effort pour obtenir cette organisation ne proviendra pas d'une association correspondante de professeurs. Pour attirer des adhérents, il lui faut multiplier les activités sociales, car c'est ce qu'elle peut fournir. Telle est la situation à l'Université McMaster, à l'Université de Montréal et à l'Université de Western Ontario.

Une coopération plus formelle existe entre les associations de professeurs et les organisations de retraités à l'Université de Regina, à Ryerson ou à l'Université du Québec à Chicoutimi. Dans cette dernière, les retraités affirment leur rôle de soutien à l'enseignement, à la recherche, à la vulgarisation et à la promotion de leur université et montrent, en une attitude qui n'est pas sans parallèle, les nombreux avantages qu'une université peut retirer d'une association de retraités.

Un exemple peut être celui de l'Association des retraités de l'Université du Québec à Montréal. Une charte lui fut donnée en 1989; deux ans plus tard, l'université a accepté de lui fournir un local avec un téléphone et la liste annuelle des nouveaux retraités, et à ses membres des places de stationnement, l'utilisation de services informatiques et de bibliothèque, du courrier interne et la gratuité d'emploi de salles pour usage universitaire.

En comparaison, l'Université Laurentienne qui n'a pas d'association de retraités, donne depuis longtemps à ses retraités les mêmes avantages qu'à son

personnel en exercice quant au stationnement, à la bibliothèque, à l'éducation physique, l'exemption des frais scolaires pour eux-mêmes, leurs conjoints et leurs personnes à charge, grâce à l'association des professeurs. Mais c'est encore un établissement où peu est offert pour pourvoir aux besoins psychologiques et sociaux des retraités.

Au cours de l'été 1992, un protocole entre l'association des retraités et l'association des professeurs à l'Université du Québec à Montréal a inauguré une coopération officielle, particulièrement prometteuse dans le domaine de la protection financière. L'association des retraités de l'université de Windsor, dont la coopération avec le syndicat des professeurs est informelle, a obtenu un régime d'assurance maladie et des aménagements au régime de retraite.

La coopération a permis à l'association des retraités de l'Université Memorial de siéger au comité des retraites et d'obtenir quelques avantages mineurs à St. John's. En obtenant une représentation au comité des retraites et des avantages sociaux de l'université, l'association des retraités de l'université

de Waterloo éprouve le sentiment d'avoir fait un grand pas. L'association des retraités de l'Université Laval, avec ses comités d'accueil à la retraite, des activités socioculturelles, des avantages sociaux, d'information et du régime des rentes, est si active qu'elle a reçu une subvention de 8 100 \$ du programme Nouveaux Horizons pour organiser son secrétariat.

Un problème pour les associations de retraités séparées est qu'elles ont d'abord à convaincre une association de professeurs, pour qu'à son tour celle-ci tente de convaincre l'administration.

Quelle que soit la voie choisie, beaucoup de progrès restent à réaliser.

(Jean E. Havel enseigne en science politique à l'Université Laurentienne et s'intéresse aux réponses que les politiques peuvent apporter à des problèmes sociaux.)

Les articles reflètent l'opinion de leurs auteurs uniquement. The views expressed are solely those of the author and not of CAUT.

Tribune libre/Commentary

CAUT welcomes articles to a maximum of 1,500 words on contemporary issues directly related to postsecondary education. Publication is solely at the discretion of CAUT. Articles should not deal with personal grievance cases nor with purely local issues. They should not be libellous or defamatory, abusive of individuals or groups, and should not make unsubstantiated allegations. Articles may be in English or French but will not be translated. Authors should supply a 150 word summary, for the purposes of translation into the other official language. No pen names. CAUT hopes to publish one such article per issue but this depends on the quality and quantity of submissions. Please submit by E-mail (CAUT@Carleton.ca) or by diskette (word perfect 5.1).

L'ACPU accepte les articles de 1500 mots au plus portant sur des questions contemporaines directement reliées à l'enseignement postsecondaire. Les articles sont publiés à la seule discrétion de l'ACPU. Les articles ne devront pas traiter de griefs personnels ni de questions purement locales. Ils ne devront pas être diffamatoires, ne devront pas injurier des personnes ou des groupes et ne devront pas porter d'accusations non prouvées. Les articles peuvent être rédigés en français ou en anglais mais ne seront pas traduits. Les auteurs devront soumettre avec leur texte un résumé de 150 mots en vue de le faire traduire dans l'autre langue officielle. Les articles signés d'un pseudonyme seront rejetés. L'ACPU espère publier un article par numéro selon la qualité et la quantité des textes soumis. Veuillez transmettre les articles par courrier électronique (CAUT@Carleton.ca) ou sur disquette (Word Perfect 5.1).

GEIDU

suite de la page 8

de leurs audiences et estiment qu'il répond mieux aux besoins de l'université canadienne des années 1990 que tout autre modèle qu'ils ont étudié.

Le conseil de l'ACPU préparera le suivi du rapport plus tard dans l'année. À ce titre, le Conseil a formé un petit comité spécial qui examine les recommandations du rapport et qui pourra apporter plus de directives.

Constitué de Fred Wilson (président sortant de l'ACPU) et de Claude Dionne (vice-président de l'ACPU), le comité consultera les associations de professeurs locales et provinciales, les comités permanents de

l'ACPU, la Coopérative de négociation collective et d'autres groupes intéressés en vue de la préparation de son rapport. Si vous avez des opinions à faire connaître, veuillez les adresser au Professeur Fred Wilson, ACPU, 290, rue Albert, bureau 308, Ottawa (Ontario) K1P 6E6; téléc. (613) 237-2105. Une discussion portant sur ce sujet aura également lieu au cours du Congrès des Sociétés savantes, le 7 juin prochain.

On peut obtenir un exemplaire du Rapport du GEIDU en s'adressant à l'association des professeurs locale ou bien, au coût de 10,70 \$ l'exemplaire, en s'adressant à l'ACPU. Toutes les bibliothèques universitaires en ont reçu un exemplaire gratuit.

*** URGENT ***

Because of the likelihood of the Progressive Conservative Party holding its leadership convention in Ottawa in June, it is essential that all faculty members wishing to attend the 1993 Learned Societies Conference at Carleton University book their hotel reservations and airline flights as soon as possible. This is particularly true of societies meeting between June 9 and June 13. Reservations can be made by calling (toll-free) 1-800-267-9676.

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CAUT BOOKSHELF / LE COIN DES LIVRES

Fragile Truths: 25 Years of Sociology and Anthropology in Canada

Edited by William K. Carroll, Linda Christianson-Ruffman, Raymond F. Currie, and Deborah Harrison
Carleton University Press, 1192, 436 pp.

Fragile Truths: 25 Years of Sociology and Anthropology in Canada consists of 21 papers presented at several celebratory symposia at the 25th annual meeting of the Canadian Sociology and Anthropology Association in 1990. The publication of selected papers as a proceedings volume is justification for the book, however the editors set a larger task.

In an introductory chapter they claim that these papers, grouped into four parts, reflect the preoccupations (past and present) of Canadian anthropologists and sociologists. They also attempt to demonstrate in various ways how the papers reflect the fragility of social knowledge that justifies the book's title.

Unfortunately the balance of the papers focus on the fragile sources to the virtual exclusion of those truths that may have been acquired over 25 years of sociological research in Canada. The reader is given little insight into Canadian society, its people, or its institutions as seen through the skillful eyes of research sociologists.

In spite of its subtitle, the book, as the editors concede "...has little to offer from anthropologists." Rather the focus is on the discipline of sociology, indeed on the "first twenty-five years of the CSAA," and how its members have dealt with influences that are thought to bias their objectivity and presumably research results. I say presumably because the focus is on the bias sources and the reader is generally left to decide how each might influence results. In these senses, the contents of the book may be seen as a poor fit to its title.

The editors explain their choice of title by defining the sources of fragility quite broadly — not only in the methods and paradigms of sociologists, but "also in the fragility of social relations... that are constitutive of disciplines and ... of societies." Within this context, the devotion of the first quarter of the book to association issues seems appropriate. A rough count of these pages as reflecting the extent of concern with various issues, reveals that the association has been preoccupied with feminist views (45 per cent), Canadianization (20 per cent), general discipline issues (29 per cent), and Anglo-Francophone relations (6 per cent).

Members of CAUT may be particularly interested in recollections of the PSA-Simon Fraser University incident of 1969 in which the university fired seven members of its Politics, Sociology, and Anthropology (PSA) Department. The firings led to a CAUT censure and a CSAA boycott of the University, and ultimately a CSAA censure of CAUT when the latter lifted its censure in 1976. That there are three recollections of the event, and other references to it elsewhere in the book underscores its importance to the evolution of the CSAA as a body concerned with professional issues.

The same may be said of Canadianization and feminization of the discipline. The relative coverage and emotional tenor of the discussion of each suggest that the latter particularly continues to be a major issue for some in the association. As a reader interested in how sociologists handled such problems, I looked throughout the book for discussions of how non-Canadian or feminist biases distort truth.

In one sense, the discussion within the association may be beyond that; in another sense, the struggle within CSAA appears to have been one of power, of ascendancy of one bias over another. What each bias, should it become ascendant, does to the knowledge acquired received considerably less coverage than I felt the title promised.

The editors acknowledge that the reader might have problems with the title, by conceding that the papers that comprised Part Two (The Constitution of Knowledge) "...most closely reflects the book's title." In this section Dorothy Smith provides an excellent autobiographical account of how a researcher's perspective of the discipline may change as she begins to appreciate the biases (both male and non-Canadian) that she accepted in graduate school.

Sylvia Hale's social constructionist's view of science, in another excellent paper, leads her to advocate presenting the discipline in introductory textbooks and courses as observations yielded by the theory one holds, rather than absolute facts or truths that theories attempt to organize.

Part Three is exclusively devoted to "the influence that the changing academic milieu has had on the development of our disciplines." Three of the papers could have easily comprised a special issue of the *Canadian Journal for the Study of Higher Education* devoted to increasing corporate influences on university administration. The ideas and analyses contained in these excellent essays should be of special interest to academics. Although it is clear that power relations within academia have been a

concern of CSAA, I wondered whether these papers exemplified Canadian sociology.

The final part consists of six papers that consider sociology's contribution to social and public policy — successes and failures at influencing government policy decisions. The tenuous link with fragile truths is that "the political relevancy of a particular social-scientific work is typically itself no more than a fragile accomplishment that can be fairly easily subverted." These papers ranged from Bruce McFarlane's laudatory chapter signalling the

contributions of Canadian sociologists to government policies and royal commissions, to Jim Harding's chapter on the failure of sociology! The selections revealed again the thesis that seemed to pervade the book — the framework you adopt shapes the observations you make and the conclusions you reach. That applies to book reviewers as well as to sociologists. Maybe the choice of title was appropriate after all!

(Review by John G. Adair, visiting professor, University of Leuven, Department of Psychology, Belgium.)

Owen Lattimore and the "Loss" of China

Robert P. Newman
University of California Press, 1992, pp. 669

In McCarthy-era America, among the many victims of the anti-Communist hysteria, one name especially stands out. Owen Lattimore, Asian scholar and expert on Mongolia at Johns Hopkins University, one-time adviser to the U.S. government and to Chiang Kai-Shek, was denounced by Senator McCarthy as the head of Soviet espionage in America. This bizarre charge was soon downgraded to that of being the architect of American China policy, an attribute equally deplorable in the eyes of the right-wing "China Lobby," but one with as little substance as that of being a Soviet spy master.

As denounced as these charges were, Lattimore was forced to undergo years of public torture at the hands of senatorial inquisitors, the FBI and the Justice Department, the media, and the massed forces of the loony American Right. The government of the United States tried its best to have Lattimore convicted on several counts of perjury. Fortunately, its best was not up to this task and a courageous judge shot down Washington's entire structure of supposition.

Lattimore himself wrote an account aptly entitled *Ordeal by Slander*. Here Lattimore made the telling point that the entire case against him was literally imaginary, in that it represented a "man who might have existed." The China Lobby badly wanted and needed a traitor who could be held responsible for the "loss" of China. Such a traitor offered an appropriately American-centred explanation for the Communist revolution. Lacking such an individual, they simply invented one — and called him 'Owen Lattimore.' 'Which-invented' seems to be the most precise term possible for this behaviour.

Robert Newman has written a biography of Lattimore that centres on this ordeal. Newman sketches Lattimore's earlier life and his emergence as an Asian specialist, and fills in the years after his legal vindication to his death in 1989. But Newman's real mission is to lay out the fullest possible account of Lattimore's persecution by the National Security State and its outriders in Cold War America. He has laboured long and hard amid mountains of material partially declassified under the U.S. Freedom of Information Act. The result is as well-documented and meticulously analyzed account of a mad witch-hunt — a grim and dispiriting tale. Newman at one point writes:

"There is no adjective adequate to describe the insanity of the times, the corruption and unreliability of the informants, the gullibility of senators and their staffs. It was this networkworld of fanatics, psychopaths, alcoholics, con artists, and demagogues that Lattimore confronted." [p. 248]

It is to Newman's credit that he more than justifies this language.

One question that has always hung over the Lattimore affair is why, given the derisory 'evidence' against him, the witch-hunters persisted so vehemently in his persecution. Other academic Asian experts were targeted and then passed over. Lattimore remained on the 'most wanted' list for years, even though the combined efforts of the FBI, the Justice Department and Senate committees failed to advance the credibility of the case one inch. Although Newman is not altogether clear about this, it seems that Lattimore's gut refusal to flatter the egos of the Senators was at the heart of his problem.

Some witnesses in the witch-hunt hearings cracked and named names. Others stood fast but deferred to the witch-hunters' self-image with polite expressions of respect. Lattimore saw them as scoundrels and fools and made his feelings abundantly clear. Like Woody Allen's fictional character in the movie *The Front* (on the Hollywood blacklist), Lattimore told the inquisitors to get stuffed. In the real world, this was unwise. They never forgave him. And Lattimore was never allowed to forget.

Canadians have always been rather smug in judging the McCarthy-era excesses of our southern neighbour. But we should not forget that the China Lobby claimed an extra-territorial Canadian victim: Herbert Norman, the distinguished diplomat and Japanologist who committed suicide in Cairo in 1957 when old Red-baiting charges

were once again revived.

Anyone shaking his or her head at the crazed paranoia of 1950s America so evident in Newman's book might ponder the appearance in 1986 of James Barros' attack on Norman's loyalty, *No Sense of Evil*. In this book can be found the same brew of suspicion, supposition, and innuendo about a man 'who might have existed' — in the minds of Cold Warriors if not in reality.

Now that Communism has collapsed and the Cold War has ended, the fantastic spectres that haunted generations of North Americans can at last be put to rest. But the flesh-and-blood victims — decent and able people like Owen Lattimore — must not be forgotten. After all, who knows who the next witches may be?

(Review by Reg Whitaker, Robarts Centre for Canadian Studies, York University.)

New Releases

The Teaching Portfolio: A Practical Guide to Improved Performance and Promotion/Tenure Decisions (second printing)

Author: Peter Seldin
Anker Publishing Company, Inc.
P.O. Box 249, Bolton, MA 01740-0249
tel: (508) 779-6190
112 pp; \$14.95 + \$2 shipping; paperback

Taking Charge: Career Planning for Canadian Workers

Authors: Rochelle Meltz and Noah Meltz
Captus Press Inc., York University Campus
4700 Keele St., North York, ON M3J 1P3
fax: (416) 736-5103
200 pp; \$16.95; softcover

Dynamic Tensions: Markets, Federalism, and Canada's Economic Future
Policy Review and Outlook, 1992
Author: William R.P. Robson
Publisher: C.D. Howe Institute
125 Adelaide St. E.
Toronto, ON M5C 1L7
124 pp; \$9.95; softcover

Teaching Large Classes in Higher Education
How to Maintain Quality with Reduced Resources
Editors: Graham Gibbs and Alan Jenkins
Publisher: Kogan Page Limited
Canada: Gage Educational Publishing Co.
164 Commander Blvd., Agincourt, ON M1S 3C7
tel: (416) 293-8141; fax: 293-9009
170 pp; \$35.90; softcover

Hear! Hear! 125 Years of Debate in Canada's House of Commons
Author: Lloyd Duhaime
Stoddart Publishing
34 Lesmill Rd.
Toronto, ON M3B 2T6
205 pp; \$19.95; hardcover

Legal Education in New Brunswick: A History
Author: David Bell
University of New Brunswick,
Faculty of Law, School History Project,
PO Box 4400, Fredericton, NB E3B 5A3
fax: (506) 453-4604
252 pp; \$25.00; paperback

The Light of Nature and the Law of God
Antislavery in Ontario 1833-1877
Author: Allen Stouffer
McGill Queen's University Press
3430 McTavish St., Montreal, QC H8A 1X9
fax: (514) 398-4383
288 pp; \$34.95; hardcover

CLASSIFIED

CAUT/ACPU BULLETIN

Advertisements which state a deadline date for submission of applications that is before the 30th of the month of publication cannot be accepted.

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using gender specific language will not be accepted except when the language has been mandated by human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

Ne peuvent être acceptées les annonces qui mentionnent une date limite pour la réception des demandes avant le 30 du mois de publication.

La rédaction en chef n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attachés politiques générales. L'ACPU attend à ce que tous les postes énoncés dans le Bulletin soient offerts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées à moins que la loi sur les droits de la personne ne le permette. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction en chef du Bulletin une déclaration énonçant ces raisons.

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about these censures can be obtained by writing to AAUP, Suite 500, 1012-14th, St. N.W., Washington DC 20005; tel: (202) 737-5500.

Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, écrire à l'AAUP, suite 500, 1012-14th St. N.W., Washington, DC 20005; tel: (202) 737-5500.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of \$200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT Bulletin may be asked to provide information of a confidential nature.

Beaucoup d'universités canadiennes se sont jointes au programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 \$ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. À cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le Bulletin de l'ACPU de fournir des renseignements à caractère confidentiel.

ACCOUNTANCY

CONCORDIA UNIVERSITY, Montreal, Canada. Department of Accountancy is inviting applications for tenure-track positions in financial accounting, auditing, and accounting information systems. Ph.D. or DBA, completed or near completion, with concentration in accounting is required. Professional designation is a plus. Duties of successful candidates will include research and teaching at the undergraduate and graduate levels. Department of Accountancy is one of five Departments of the Faculty of Commerce and Administration. The Department has 31 full-time Faculty members and is one of the largest in Canada and North America. A Ph.D. program is also offered jointly with three other local universities. In accordance with the Canadian immigration requirements, priority will be given to qualified Canadian citizens and permanent residents. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. Please send resume to: Dr. Fahad Smyar, Chairman, Department of Accountancy, Faculty of Commerce and Administration, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8. Confidential things being equal, women candidates shall be given priority.

ANATOMY

UNIVERSITY OF OTTAWA. The Department of Anatomy and Neurobiology of the University of Ottawa invites applications for a tenure-track position at the rank of Assistant or Associate Professor, available July 1, 1993. The successful candidate must have a Ph.D. degree and at least two years of postgraduate experience or an M.D. degree with equivalent research experience. The applicant must be capable of attracting research funding and developing an independent research program involving graduate students in the areas of the morphological and functional aspects of the nervous system. The department is interested in candidates with contemporary experimental methods and has excellent research facilities including those required for tissue culture, electron microscopy and X-ray probe microanalysis. Teaching responsibilities involve the teaching of gross anatomy to undergraduate medical students and contributing to the department's graduate courses in cell and molecular biology or neurobiology. The University of Ottawa being a bilingual institution, an ability in English and French, an active function (speech and writing) of one of the two official languages of the University of Ottawa, French and the passive functions (comprehension of the speech and writing) of the other language. Applications including a curriculum vitae, representative reprints, a brief description of research interests and three letters of reference should be sent to arrive before March 31, 1993 to Dr. R. Fyfe, Professor and Chairman, Department of Anatomy and Neurobiology, Faculty of Medicine, University of Ottawa, 451 Smyth Road, Ottawa, Canada K1H 8M5. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Ottawa is committed to a policy of employment equity.

UNIVERSITÉ D'OTTAWA. Le Département d'Anatomie et Neurobiologie de l'Université d'Ottawa annonce l'ouverture d'un poste de professeur (au rang d'assistant(e) ou d'associé(e)), menant à la permanence. Ce poste est disponible le 1^{er} juillet 1993. Les candidat(e)s doivent détenir un Ph.D. au deux années d'étude post-doctorale ou un M.D. et une expérience équivalente en recherche. Les candidat(e)s doivent aussi être en mesure d'obtenir les fonds nécessaires pour développer un programme indépendant de recherches en sciences morphologiques et fonctionnelles du système nerveux. Le département s'adresse aux candidat(e)s possédant une connaissance de méthodes expérimentales contemporaines. Il dispose d'excellentes installations de recherches comme celles requises pour la culture de tissus, la microscopie électronique et la microanalyse à rayons X. Les candidat(e)s doivent enseigner l'anatomie macroscopique aux étudiants de médecine et participer aux cours de neurobiologie cellulaire et de biologie du développement en neurobiologie offerts par le département. L'Université d'Ottawa étant une institution bilingue, pour la permanence, que les candidat(e)s puissent parler et l'écrite couramment l'une des deux langues officielles de l'Université (Anglais, Français) et de posséder une compréhension de l'écrit et de l'oral de l'autre. Les

candidat(e)s sont priés de faire parvenir leur curriculum vitae, une description brève de leurs recherches et trois lettres de recommandation, avant le 31 mars 1993 au Dr. R. Fyfe, Directeur du Département d'Anatomie et Neurobiologie, Université d'Ottawa, 451, chemin Smyth, Ottawa, Canada K1H 8M5. Conformément aux exigences en matière d'immigration au Canada, cette annonce s'adresse aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(e)s du Canada. L'Université d'Ottawa est engagée dans une politique d'équité en matière d'emploi.

ANTHROPOLOGY

TRENT UNIVERSITY - Department of Anthropology. Subject to an anticipated vacancy and budgetary approval, applications for a tenure-track position in anthropology are invited for a full-time position at the Assistant Professor level (current base salary \$54,816 per annum, the stipend for this position would be 1012 of the base salary), starting September 1, 1993. We are seeking a Cultural Anthropologist to complement departmental strengths. Applicants with expertise in any area of cultural anthropology (and all regional specializations) will be considered. However, expertise in areas such as history and theory of anthropology, third-world development, native North America, religion and symbolic anthropology. Duties include the teaching of introductory cultural anthropology. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Trent University is an employment equity employer and especially encourages applications from women, aboriginal people, visible minorities and disabled persons. Please send a curriculum vitae, a minimum of 2 letters of reference, a description of research interests, and a sample of recent writing to Professor John Topik, Chair, Department of Anthropology, Trent University, Peterborough, Ontario, Canada K7J 7B6, fax number (705) 748-1335, e-mail INANTHRO@TRENTU.CA. Please provide telephone number and e-mail address or fax number. Deadline for receipt of applications is April 5, 1993.

ANTHROPOLOGY & ARCHAEOLOGY

UNIVERSITY OF SASKATCHEWAN - Department of Anthropology and Archaeology. Applications are invited for a tenure-track position in Northern Plains Archaeology at the rank of Assistant Professor effective September 1, 1993. Candidates should specialize in precontact and contact archaeology in at least one of the following areas: geospatial, ethnoarchaeology, analytical techniques, or paleoenvironmental studies. The department has a strong commitment to precontact archaeology and the off-campus Wanuskewine Heritage Park Laboratory. A demonstrated record of working with Native communities would be desirable. The candidate will be required to teach undergraduate and graduate courses and to conduct research in areas of specialization. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents. Other qualified applicants are encouraged to apply. The University of Saskatchewan is committed to the principles of employment equity. Women candidates, candidates of aboriginal descent and other minority groups are especially encouraged to apply. Applicants should submit a curriculum vitae, reprints of publications, and arrange to have three letters of reference by May 1, 1993 to: Dr. Ernest G. Walker, Department of Anthropology and Archaeology, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 0W0.

ASTROPHYSICS

SAINT MARY'S UNIVERSITY - Astrophysics/Physics. Applications are invited for one, and possibly two, tenure-track appointments at the Assistant Professor level commencing September 1, 1993 in a newly constituted Department of Astronomy and Physics, with the appointment(s) being in the area of astrophysics or physics. A Ph.D. and a strong commitment to undergraduate teaching is required. The successful candidate(s) will be expected to establish an active research program complementing the interests of existing faculty in the department, and will have the opportunity to supervise students in the Astronomy MSc program. Facilities include a University VAX cluster, Sun workstations, various

Macintosh micro, a partially automated laser astrophotometer, a microdensitometer, copies of the POSS and ESO sky survey, a 0.4m reflecting telescope equipped for photometry, spectroscopy and direct imaging, and good library holdings. In accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents of Canada. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and people with disabilities. Applications should include the candidate's curriculum vitae, transcripts, the names of at least three persons willing to provide references and should be submitted no later than May 1, 1993. Completed applications, inquires and requests for details on research interests of existing faculty should be directed to: Dr. David Richardson, Dean of Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, Canada.

BIOCHEMISTRY

CONCORDIA UNIVERSITY - Department of Chemistry and Biochemistry. Applications are invited for a biochemistry lecturer and permanent residents of Canada. The position is in the Department of Chemistry and Biochemistry at the level of Assistant Professor, beginning August 1, 1993. The position will be given to candidates in any area of modern biochemistry, cell biology or molecular biology. The successful candidate will be required to establish a research program, secure research funding, and to teach biochemistry or cell biology to undergraduate students at the graduate level. This individual will be part of a group that includes faculty from both the Department of Chemistry and Biochemistry and the Department of Biology, who have active research programmes and are teaching undergraduate and graduate programmes. Concordia University is an equal opportunity employer located in downtown Montreal, in proximity to other universities, several pharmaceutical research institutions and the NRC Biotechnology Institute. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates will be given priority. The closing date for applications is May 1, 1993. Three letters of reference and applications, including a curriculum vitae and a statement of research interests, should be sent to: Dr. Paul Joyce, Department of Chemistry and Biochemistry, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8.

UNIVERSITY OF BRITISH COLUMBIA - Department of Biochemistry. Applications are invited for a tenure-track position in the Department of Biochemistry. The applicant should normally have a Ph.D. in hand or near completion, but other candidates with very strong teaching credentials will be considered. Applicants should submit a curriculum vitae, as well as a list of references, and a statement of research interests. The successful candidate will be expected to conduct an active research programme, especially one which involves undergraduate students. The appointment will be at the rank of Lecturer or Assistant Professor. The 1992-93 salary ranges for Lecturer is \$28,019 to \$40,319 and for Assistant Professor is \$34,168 to \$48,000. An applicant should include a curriculum vitae and the names of three referees, and should be sent to: Dr. W. D. Kneen, Associate Dean (Science), Chair of the Search Committee, Mount Allison University, Sackville, N.S. E0A 3C0. The closing date for receipt of applications is March 31, 1993. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. Applications are encouraged from minority groups and both genders.

BIOETHICS

THE WESTMINSTER INSTITUTE for Ethics and Human Values seeks to appoint a clinical ethicist to conduct research in bioethics and to work with local hospitals affiliated with the Institute. Responsibilities in the hospitals include participating in rounds, organizing and conducting educational sessions, consulting, serving on committees, and assisting in research and in the development of hospital policies. Candidates should possess expertise in bioethics and have experience in clinical settings. Persons

with a Ph.D. in philosophy or postgraduate degree in law or medicine are preferred. Salary commensurate with qualifications and experience. The Westminster Institute has been formed by a partnership among Westminster College, The University of Western Ontario, and two hospitals in London, Ontario. The Institute works in the areas of bioethics, environmental ethics, and law and public policy. Send letter of application together with curriculum vitae and three letters of reference to: Dr. Barry Hofmeister, Director, Westminster Institute for Ethics and Human Values, 561 Windermere Road, London, Ontario, Canada N6G 2K3. All materials should be received by March 31, 1993. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. An equal opportunity employer.

BIOLOGY

MOUNT ALLISON UNIVERSITY - Department of Biology. Applications are invited for a one-year term appointment, commencing on July 1, 1993. Candidates should normally have a Ph.D. in hand or near completion. The position is in the Department of Biology with very strong teaching credentials will be considered. Duties include undergraduate teaching and research. The successful candidate must have an ability to teach at the first year level to science and non-science students and research background in various aspects of animal biology such as, physiology, morphology, development, and behavior. Candidates are encouraged to apply. The appointment will be at the rank of Lecturer. The 1992-93 salary range for Lecturer is \$28,019 to \$40,319 and for Assistant Professor is \$34,168 to \$48,000. An application should include a curriculum vitae and the names of three referees, and should be sent to: Dr. Robert Ireland, Head and Chair of the Search Committee, Department of Biology, Mount Allison University, Sackville, N.B. E0A 3C0. The closing date for receipt of applications is March 31, 1993. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications are encouraged from minority groups and both genders.

BIOTECHNOLOGY

UNIVERSITY OF BRITISH COLUMBIA - Research Scientist. Positions are available in the Biotechnology Laboratory at the University of British Columbia. The research will involve a molecular and biological analysis of the pathogenesis of the small lungfish *Urolophus hutchinsoni*. Applicants are required to hold a Ph.D. and have a minimum of 2 years of postdoctoral experience. Extensive expertise in the molecular analysis of plant-microbe interactions is required. Further, extensive knowledge of the genetics of Agrobacterium and fungal pathogens is also required. The appointment is a full-time position for a period of two years, renewable. Closing date for applications is April 30, 1993. Salary will be based on University guidelines. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested candidates should submit a letter of research interests, a resume and the names, addresses and phone numbers of three referees to: Dr. J. W. Kronenberg, Biotechnology Laboratory, The University of British Columbia, Room 214, 274 University Boulevard, Vancouver, B.C. Canada, V6T 1Z3.

BUSINESS

UNIVERSITY OF NEW BRUNSWICK - The Faculty of Business invites applications for a tenure-track position in financial accounting to commence July 1, 1993. Rank and salary will be commensurate with qualifications and experience. Qualifications required include the Ph.D. or equivalent. Candidates with lesser qualifications will be considered for a term appointment. Applications will be accepted until this position is filled. Please send C.V. and the names and addresses of three referees to: Dr. John Chalkoff, Department of Business, University of New Brunswick, Saint John Campus, Box 5050, Saint John, New Brunswick, Canada, E2L 4L5. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

CAUT/Group Insurance ACPU Assurance Collective

- CAUT members are entitled to apply for these low-cost plans:
1. LIFE INSURANCE up to \$500,000.
 2. PERSONAL ACCIDENT INSURANCE (\$150,000).
 3. FAMILY LIFE INSURANCE for spouses and children of members.
 4. PROFESSIONAL PROPERTY INSURANCE books, computers, etc.

For complete details, brochures, applications, premium costs, etc. mail the coupon to:

Pour obtenir des détails complets, brochures, formes d'adhésion, tableaux des primes, etc. postez le coupon à:

KANADA
CAUT Insurance Trust, P.O. Box 3528, Station C, Ottawa, Canada K1Y 4G1
Administrateur de l'Assurance de l'ACPU, C.P. 3528, succursale C, Ottawa, Canada K1Y 4G1.

- Les membres de l'ACPU peuvent souscrire aux régimes suivants à prix modique:
1. ASSURANCE-VIE jusqu'à \$500,000.
 2. ASSURANCE PERSONNELLE EN CAS D'ACCIDENT (\$150,000).
 3. ASSURANCE-VIE POUR LA FAMILLE sur la vie du conjoint et des enfants des membres.
 4. REGIME D'ASSURANCE EFFETS PROFESSIONNELS livres, ordinateurs, etc.

Please send me information outlining the CAUT Insurance Plans.

Veuillez, s'il vous plaît, me faire parvenir les renseignements complets sur les régimes d'assurance de l'ACPU.

Name/Nom _____
Address/Adresse _____
City/Ville _____ Province _____ Code _____

to teach in French and English. Rank according to Academic Agreement. According to Collective Agreement. Applicants should submit a curriculum vitae and letters of reference to the attention of the Secretary to the Search Committee, Department of History, University of Ottawa, Ottawa, K1N 6N5. Deadline for applications: March 31, 1993. Employment equity is University policy. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITÉ D'OTTAWA - Le département d'histoire de l'Université d'Ottawa annonce l'ouverture d'un poste de professeur de 12 mois en histoire de l'Asie de l'Est. Le titulaire du poste doit être titulaire d'un doctorat en histoire de l'Asie de l'Est. Le candidat doit posséder une expérience en enseignement et en recherche. Le candidat doit également posséder une maîtrise de la langue française. Les candidats doivent soumettre une lettre de motivation, un curriculum vitae, et trois lettres de référence à l'attention du Directeur du département d'histoire, Université d'Ottawa, Ottawa, K1N 6N5. Les candidatures doivent être reçues avant le 15 mai 1993. L'Université d'Ottawa est une institution d'enseignement et de recherche. Elle est reconnue pour sa qualité d'enseignement et de recherche. Elle est reconnue pour sa qualité d'enseignement et de recherche. Elle est reconnue pour sa qualité d'enseignement et de recherche.

UNIVERSITY OF NEW BRUNSWICK - Post-Doctoral Fellowship in History. The University of New Brunswick is offering a one-year non-renewable Post-Doctoral Fellowship in History for a Canadian citizen or permanent resident. The Fellowship is for a period of 12 months, from September 1, 1993 to August 31, 1994. The salary is \$25,000.00, plus benefits. The Fellowship is intended to provide the recipient with the opportunity to pursue research in the field of Canadian history. The recipient will be expected to produce a research paper or book chapter. The recipient will also be expected to give presentations at conferences. The recipient will be expected to work closely with the Faculty of Arts and Social Sciences. The recipient will be expected to work closely with the Faculty of Arts and Social Sciences. The recipient will be expected to work closely with the Faculty of Arts and Social Sciences.

HISTORY OF MEDICINE
UNIVERSITY OF TORONTO, Institute for the History and Philosophy of Science and Technology. We invite applications for a one-year full-time position at the rank of Assistant Professor, in the History of Medicine, to begin on July 1, 1993. The position is subject to the approval of the University of Toronto. The incumbent should hold a PhD in the area and show evidence of excellent teaching. Duties will include research and teaching. Salary at the entry level of assistant professor. Applications including a curriculum vitae, a writing sample and at least three letters of reference should be sent to: Dr. J. H. PFISTER, 7 Queen's Park Circle, E. 3rd Floor, Toronto, Ontario, M5S 1A5. In accordance with Canadian Immigration

requirements, priority will be given to Canadian citizens and permanent residents (funded immigrants) of Canada. The University of Toronto is an equal opportunity institution. It is committed to the recruitment and retention of people of all ages, ethnicities, religions, and abilities. It is committed to the recruitment and retention of people of all ages, ethnicities, religions, and abilities. It is committed to the recruitment and retention of people of all ages, ethnicities, religions, and abilities.

IMMUNOLOGY
McGILL UNIVERSITY - The Department of Microbiology and Immunology at McGill University seeks applications from immunologists with at least a Ph.D. and postdoctoral training in molecular or cellular immunology. Applicants should be either tenure-track or tenured, and of any race, sex, or ethnicity. The successful candidate will participate in the department's immunology research program and will develop their own extramurally funded research program. The successful candidate will participate in the department's immunology research program and will develop their own extramurally funded research program. The successful candidate will participate in the department's immunology research program and will develop their own extramurally funded research program.

JAZZ STUDIES
McGILL UNIVERSITY - The Department of Performance Studies at McGill University announces two tenure track appointments at the rank of Assistant Professor in Jazz Studies beginning September 1, 1993 at a base salary of \$40,340.00 plus benefits. The successful candidate will have extensive professional experience and an outstanding teaching record. A Master's degree in Jazz Studies would be an asset. Applicants should submit a curriculum vitae, a writing sample, and three letters of reference to: Dr. J. H. PFISTER, 7 Queen's Park Circle, E. 3rd Floor, Toronto, Ontario, M5S 1A5. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents (funded immigrants) of Canada. The University of Toronto is an equal opportunity institution. It is committed to the recruitment and retention of people of all ages, ethnicities, religions, and abilities. It is committed to the recruitment and retention of people of all ages, ethnicities, religions, and abilities. It is committed to the recruitment and retention of people of all ages, ethnicities, religions, and abilities.

LIBERAL ARTS
CONCORDIA UNIVERSITY's Liberal Arts College invites applications for a sessional or Assistant Professor for a sessional appointment (August 1, 1993 to May 31, 1994) for the 1993-94 academic year with option to renew in 1994-95. The College's core curriculum is based on a Great Books program. In addition to major literary texts in the nineteenth and twentieth centuries, the program includes a writing sample. Ph.D. and publications are required. Applications should be sent to: Dr. J. H. PFISTER, 7 Queen's Park Circle, E. 3rd Floor, Toronto, Ontario, M5S 1A5. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents (funded immigrants) of Canada. The University of Toronto is an equal opportunity institution. It is committed to the recruitment and retention of people of all ages, ethnicities, religions, and abilities. It is committed to the recruitment and retention of people of all ages, ethnicities, religions, and abilities. It is committed to the recruitment and retention of people of all ages, ethnicities, religions, and abilities.

1455 de Maisonneuve Blvd. West, Montreal, P.Q. H3G 1M5. Telephone (514) 348-2571. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents (funded immigrants) of Canada. The University of Toronto is an equal opportunity institution. It is committed to the recruitment and retention of people of all ages, ethnicities, religions, and abilities. It is committed to the recruitment and retention of people of all ages, ethnicities, religions, and abilities. It is committed to the recruitment and retention of people of all ages, ethnicities, religions, and abilities.

LIBRARY
UNIVERSITY OF WINDSOR - Reader Service Librarian The Library of the University of Windsor has openings for two entry level librarians. The successful candidate will be responsible for the collection development and the provision of reference services. The successful candidate will be responsible for the collection development and the provision of reference services. The successful candidate will be responsible for the collection development and the provision of reference services.

MATHEMATICS
UNIVERSITY OF BRITISH COLUMBIA - The Mathematics Department at the University of British Columbia experts to have a number of post-doctoral fellowships, seasonal lecturers and visiting positions at the Assistant, Associate and Full Professor level for the year starting July 1, 1993, subject to the availability of funds. We also expect a number of summer session teaching positions during the months of May through August, 1993. A Ph.D. or equivalent and University teaching experience and evidence of high potential for research in Mathematics are required. Since some positions will be partially supported by research grants, research interests relating to the topic of the position will be commensurate with experience and research record. Applications, including C.V. and names of three references, should be sent to: The Head, Department of Mathematics, University of British Columbia, Vancouver, B.C. Canada V6T 1Z2. Applications received after July 31, 1993 will be considered only if vacancies remain to be filled. The University of British Columbia offers equal opportunity for employment and does not discriminate on the basis of race, sex, or ethnicity. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. U.B.C. welcomes applications from people of all ages, ethnicities, religions, and abilities. It is committed to the recruitment and retention of people of all ages, ethnicities, religions, and abilities. It is committed to the recruitment and retention of people of all ages, ethnicities, religions, and abilities.

UNIVERSITY OF WATERLOO - The Department of Pure Mathematics at the University of Waterloo invites applications for a tenure-track appointment at the rank of Assistant Professor. The successful candidate will be responsible for the collection development and the provision of reference services. The successful candidate will be responsible for the collection development and the provision of reference services. The successful candidate will be responsible for the collection development and the provision of reference services.

outstanding international reputation for research in areas related to Algebraic Geometry and Number Theory. The effective date of appointment is July 1, 1993 or as soon thereafter as possible. Applications should be sent to: Dr. J. H. PFISTER, 7 Queen's Park Circle, E. 3rd Floor, Toronto, Ontario, M5S 1A5. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents (funded immigrants) of Canada. The University of Toronto is an equal opportunity institution. It is committed to the recruitment and retention of people of all ages, ethnicities, religions, and abilities. It is committed to the recruitment and retention of people of all ages, ethnicities, religions, and abilities. It is committed to the recruitment and retention of people of all ages, ethnicities, religions, and abilities.

MATHEMATICS AND COMPUTER SCIENCE
ST. FRANCIS XAVIER UNIVERSITY - Applications are invited for a tenure-track position at the Assistant Professor level (subject to budgetary approval). Candidates should have a Ph.D. in mathematics or computer science and be able to teach courses in discrete mathematics, operations research, and computer systems. The successful candidate will be responsible for the collection development and the provision of reference services. The successful candidate will be responsible for the collection development and the provision of reference services. The successful candidate will be responsible for the collection development and the provision of reference services.

MOUNT ALLISON UNIVERSITY - Department of Mathematics and Computer Science. Applications are invited for an eight-month, full-time position starting on September 1, 1993. Candidates should normally have a Ph.D. in mathematics or computer science and be able to teach courses in discrete mathematics, operations research, and computer systems. The successful candidate will be responsible for the collection development and the provision of reference services. The successful candidate will be responsible for the collection development and the provision of reference services. The successful candidate will be responsible for the collection development and the provision of reference services.

MATHEMATICS AND STATISTICS
CONCORDIA UNIVERSITY - Department of Mathematics & Statistics. Applications are invited for a tenure-track position at the rank of Assistant Professor. The successful candidate will be responsible for the collection development and the provision of reference services. The successful candidate will be responsible for the collection development and the provision of reference services. The successful candidate will be responsible for the collection development and the provision of reference services.

requirements, this advertisement is directed to Canadian citizens and permanent residents.

MEDICINAL CHEMISTRY
UNIVERSITÉ DE SHERBROOKE - Faculté de médecine. Poste de professeur (chercheur) chargé(e) de l'enseignement et de la recherche en chimie des radicaux de l'Université de Sherbrooke. Le titulaire du poste sera responsable de l'enseignement et de la recherche en chimie des radicaux. Le titulaire du poste sera responsable de l'enseignement et de la recherche en chimie des radicaux. Le titulaire du poste sera responsable de l'enseignement et de la recherche en chimie des radicaux.

MEDICINE
UNIVERSITY OF TORONTO - Chair, Department of Medicine. The Faculty of Medicine at the University of Toronto is seeking a Chair of the Department of Medicine. The successful candidate will be responsible for the collection development and the provision of reference services. The successful candidate will be responsible for the collection development and the provision of reference services. The successful candidate will be responsible for the collection development and the provision of reference services.

LETHBRIDGE - The University of Lethbridge - Faculty of Arts and Science, Department of Modern Languages. Title: Lecturer in French. The University of Lethbridge is seeking a Lecturer in French. The successful candidate will be responsible for the collection development and the provision of reference services. The successful candidate will be responsible for the collection development and the provision of reference services. The successful candidate will be responsible for the collection development and the provision of reference services.

NEPHROLOGY
UNIVERSITY OF ALBERTA - Nephrology Residency Program. The University of Alberta is seeking a Nephrology Residency Program. The successful candidate will be responsible for the collection development and the provision of reference services. The successful candidate will be responsible for the collection development and the provision of reference services. The successful candidate will be responsible for the collection development and the provision of reference services.

Vice-Principal (Advancement)

Queen's University

Queen's University is seeking an individual of energy, creativity, and commitment to academic excellence to fill the newly created position of Vice-Principal (Advancement).

The University is located in the historic city of Kingston, Ontario, an attractive community of approximately 125,000, roughly equivalent from Toronto, Ottawa, and Montreal. Queen's University has a student enrolment of 13,000 full-time and 4,000 part-time, with approximately 1,000 faculty and 2,000 staff. Queen's is currently completing a highly successful \$70-million "Challenge" campaign.

Reporting directly to the Principal, the Vice-Principal (Advancement) will serve as a key member of the senior management team of the University. The Vice-Principal will be responsible for providing executive leadership and management in the advancement and external relations activities of the University, in order to meet the defined needs of the Queen's University community. The Advancement portfolio includes Alumni Affairs, Development, Alumni Development Information Services, and related public relations.

The ideal candidate for this challenging new position will be a proven record of accomplishment in fund-raising and advancement or public affairs, preferably acquired in a professional capacity in a university or related public-sector organization. The candidate must, in addition, possess exceptional interpersonal and communications skills, excellent analytical, organizational and management abilities, business common sense and the capacity to be comfortable and effective with both the academic community and the corporate and other external publics of the University.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities.

This position represents a unique opportunity to promote an outstanding national University through the direction and coordination of all its advancement activities. Applications and nominations should be directed to the address shown on left.

RESEARCH COORDINATOR

DIVISION OF INTERNATIONAL DEVELOPMENT

The Division of International Development (DID), recently designated a Centre of Excellence by CIDA, is an interdisciplinary unit that focuses on a participatory approach to development through partnerships in Asia, Africa and Latin America. DID invites applications for a Research Coordinator.

Responsibilities: assist the research activities of DID project personnel; seek funding opportunities, help in the dissemination of knowledge, provide expertise in participatory development, exhibit research and leadership for faculty and students, coordinate the Summer Institute and selected workshops and conferences and assist in the administration of the DID.

Qualifications: Ph.D. or equivalent, field experience in participatory development, expertise with both basic and applied research as demonstrated through relevant publications, strong leadership and interpersonal skills, experience with funding agencies, and a cultural sensitivity in conducting research in the Third World.

This three year position is funded by external sources (conditional upon continued funding through CIDA) and is not a university appointment. Salary is based upon qualifications and experience. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada; however, all qualified applicants are invited to apply.

Application, including curriculum vitae, should be sent before March 31, 1993 to: Dr. Marla B. Brinkerhoff, Director, Division of International Development, The University of Calgary, Calgary, Alberta T2N 1N4 or telephone (403) 223-7733 or fax (403) 269-0171.

and the names of three referees to: Canadian citizens and permanent residents.

UNIVERSITÉ D'OTTAWA - Chaire Université de l'Université d'Ottawa en réadaptation et Physiatre en Chaire Services de Santé Royale d'Ottawa. L'Université d'Ottawa est une institution d'enseignement et de recherche. Elle est reconnue pour sa qualité d'enseignement et de recherche. Elle est reconnue pour sa qualité d'enseignement et de recherche. Elle est reconnue pour sa qualité d'enseignement et de recherche.

RESEARCH COORDINATOR
UNIVERSITY OF ALBERTA - Nephrology Residency Program. The University of Alberta is seeking a Nephrology Residency Program. The successful candidate will be responsible for the collection development and the provision of reference services. The successful candidate will be responsible for the collection development and the provision of reference services. The successful candidate will be responsible for the collection development and the provision of reference services.

NEPHROLOGY
UNIVERSITY OF ALBERTA - Nephrology Residency Program. The University of Alberta is seeking a Nephrology Residency Program. The successful candidate will be responsible for the collection development and the provision of reference services. The successful candidate will be responsible for the collection development and the provision of reference services. The successful candidate will be responsible for the collection development and the provision of reference services.

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In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. To reply, please write to or call: Dr. Ian F. Tannock, Chief of Medicine, Ontario Cancer Institute/Princess Margaret Hospital, 500 Sherbourne Street, Toronto, Ontario, Canada M4X 1K9. Telephone: (416) 924-0671, ext. 5110. Fax: (416) 413-2026.

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nished 3 bedroom, large office, 1 acre, private, wooded, inground swimming pool, tennis court, 1/2 hour north of K. Providence, \$1200 per mo. plus utilities. Contact: Dr. Sandra Buckell, 278 Haverhill Blvd., St. Catharines, Ont. L2T 3N4 (416) 687-7215.

SUMMER IN TORONTO: Beautiful detached furnished house available for summer months of 1993. Three bedrooms, large glass windows, fireplace, big deck and back yard. Eglinton and Avenue Road, close to subway, close to shopping, \$2,000/mo, including cleaning and utilities. Contact: Sandra Buckell (416) 978-3351 days or 439-5273 nights.

TORONTO SABBATICAL RENTAL: Furnished 4-bedroom house in North York (former Lawrence). Close to subway, schools (incl. French immersion), shopping. Convenient to Glenora College. For rent, U. of Toronto, Available April 1993. July 31/94 (negotiable). \$450/month plus utilities. Call (416) 482-1325.

OTTAWA (Chapel Hill): 3,500 sq. ft. Completely furnished, carpeted, 5 BR house on quiet cul-de-sac. Ensuite master with whirlpool, fully equipped kitchen, family, dining, entertainment room, study. Large sun deck, swimming, garden, gas BBQ, fireplace, security system, 2 appliances, 2 air conditioners. Phone 436-3150/501. Utilities. Michael (613) 462-0708.

FOR RENT: St. Catharines, Ontario - Bedra, comfortably furnished 5+ bedroom house on twelve mile creek, close to pool, fireplace, double garage. On bus route, close to Brock schools, downtown. Available July or August 1993. Phone 905-2813 after 6:00 pm.

SOUTH OF FRANCE: 20 minutes west of Grasse, fully furnished, two bedroom villa, between Cannes and Mondonville. Garden, terrace, garden, available from July 1, 1993 for 10 months. \$800 per month plus utilities. 011 33 84 87 47 40 from 22 March until 27 June; 416 888-8888, ext. 3374 until 15 March and after 28 June.

CABLE HEAD, PRINCE EDWARD ISLAND: New colonial style, 20 minutes walk to lake, 40 minutes to beach, 40 minutes to town. Enchanting surroundings. Sleeps four. Fully equipped. Beautiful view. Three minute walk to quiet beach and safe swimming. May 29 onwards. \$375 per week, plus tax. Tel: 917-282-6114.

LONDON, ENGLAND: 2 Bedroom partly furnished Victorian townhouse with garden, convenient to local shopping, near public transport and amenities, rent £550.00. Available April 1, 1993. Tel: (416) 539-5310 eves. or leave mess.

FOR LEASE - Winnipeg House: Ave 93/94, 34, 3 bedroom, 1,025 sq. ft. 1 1/2 story, nr. river in Howard. Wood, brick, all mod. appls, piano, sound system, frzr, quilt, rescarpet, etc. \$550/mo. Apply M. Goldenberg (204) 668-1456.

FOR RENT: Vancouver, B.C. Spacious family home, unfurnished, with lovely garden. 5 minute walk to U.B.C. Campus. \$2000/month plus utilities, available 1993 for up to a year. Contact John Calvert, 2543 Yale St., Vancouver, B.C., V5K 1B9. Tel: 604-255-6601.

SABBATICAL IN PARIS: one bedroom apartment, fully furnished and nicely located, quiet, 6 000 FF. (416) 342-5550.

HALIFAX SABBATICAL: Stay in our 3 bedroom furnished bungalow available from July 1993 to July 1994. Only 10 minutes to universities and close to lake. Call David Hopkins at (902) 498-0880.

ANNOUNCEMENT AND CALL FOR PAPERS: Sponsored by the International Ergonomics Association (IEA) consisting of 26 federated national ergonomics societies around the world, this special conference will be a part of the XIII Triennial IEA Congress. This Rehabilitation Ergonomics Conference (June 19-1994) will be devoted entirely to rehabilitation related ergonomics issues. General enquiries should be directed to the IEA 94 Secretariat, c/o JPL Multimanagerial Inc., Toronto, ON, Canada M5K 1E7. Tel: (416) 784-9396; Fax: (416) 784-9608.

INTERNATIONAL JOURNAL OF COMPARATIVE RELIGION (IJCR): is a new quarterly publication, seeking to promote the interdisciplinary analysis of comparative studies on religion in world societies and cultures, past and present, from the diverse stand points of an international community of scholars in the social sciences and humanities. Scholars are invited to send their contributions, not exceeding 25 pages typed in double-space, along with an abstract. Manuscripts are evaluated by the editorial board and references. These may be addressed to: The Editor, IJCR, Department of Sociology, York University, North York, Ontario, Canada M3J 1P3. Book reviews are edited by Dr. Jamie Scott, Humanities, 245 Vanier College, York University.

AMTEC '93 Theme: Bridging Learning Opportunities. The 1993 Annual Meeting of the International Centre, Windsor, Ontario, Canada. The Association for Media and Technology in Education (AMTEC), includes among its members professionals in media education and instructional technology in primary, secondary, post-secondary education and adult education in business and industry. A winners award festival will highlight winning entries in the annual media production contest. For registration information, contact: Margaret Landstrom, Division of Continuing Education, University of Windsor, Windsor, Ontario N9B 3P4. Telephone: (519) 253-4232 ext 3305; Fax: (519) 973-7038; E-mail: ESOMAUCC@UNIVON.CA

CONFERENCE AND CALL FOR PROPOSALS: Information Technology and the Teaching of Mathematics and Natural Science. Project Promotes (at University of Manitoba, Faculty of Education/UMC) Canada cooperative project in cooperation with the Science Teachers' Association of Ontario. Invisibile No Longer: Rights, Roles and Responsibilities is a multidisciplinary conference addressing a wide range of issues of direct importance, interest and concern to our consumers and those who live and work with them. Conference date and location: Sheraton Parkway Hotel, Highway 401, 28th May 1, 1993. Wednesday evening reception, Thursday evening gala dinner. For more information, contact: Learning Disabilities Association of Ontario, 124 Marlton St., 3rd floor, Toronto, ON M6S 2Z2. Tel: (416) 487-4106; Fax: (416) 487-9469.

CALL FOR PAPERS: Journal of History and Politics/Revue d'histoire et de politique, an annual journal devoted to articles on special topics of current historical or political interest, is planning an issue for 1993 on the theme of "International Trade and Industrial Policy in the Modern Era." Articles on the interplay between domestic industrial and economic policies and patterns of international trade in the early modern era to the present are invited from scholars working in all disciplines and areas. Submissions should be no more than 1000 words in length, and should reach the journal by June 15, 1993. Contact: M.J. Chis (L.G. Harvey & J. Birch, 81shop's University, Lennoxville, Quebec J1M 1Z7 (519) 822-9600.

1993 ANNUAL CONFERENCE OF THE ASSOCIATION FOR CANADIAN STUDIES (ACS): June 4, 5, 1993, Carleton University, Ottawa, Ontario. The ACS and the Association for Canadian and Quebec Literatures will be hosting a joint conference on June 4 on "Journeys: Real and Imagined." Personal and Collective. For information, please contact Susan Huetten, ACS, P.O. Box 8888, Station A, Montreal, Quebec, H3C 3P6; Fax: (514) 987-8210.

ANNOUNCEMENT: COALL2: The Second Canadian Conference on Computer Assisted Language Learning, with over 90 presentations and hardware exhibits, will take place at the University of Victoria (Language Centre), April 30 - May 2, 1993.

REDRESSING THE IMBALANCE: Health Human Resources in Rural and Northern Communities. Edited by Robert Young, Ontario, Canada, October 21-24, 1993. The program format will include invited lectures, lectures, symposia, and poster sessions; suggestions for other presentation formats would be welcomed. The deadline for abstracts is April 15, 1993. Information: Connie Hartviksen, Research Associates Redressing the Imbalance, c/o MHRHU, Health Sciences, North Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, Canada P7B 5A4. Tel: 807/343-2135 or fax: 807/343-2104.

SIXTH ANNUAL ELECTRIC ENERGY FORUM - Electricity for Our Future: Balancing Regional Interests, May 2-4, 1993, Victoria, B.C. The production and use of electricity has a significant effect on people's lives. How do the costs and benefits of energy use and development affect the political, social and economic conditions in society? Discussion groups will thoroughly explore a number of current issues related to future energy use and development. Electricity For Our Future: Balancing Regional Interests is sponsored by B.C. Hydro and the B.C. Ministry of Energy Mines and Petroleum Resources. Registration costs \$260.00 before April 15, 1993 and \$330.00 after. Display opportunities available. For additional information contact Andrew Baskin, B.C. Hydro, 15th floor - 333 Dunsmuir St., Vancouver, B.C. V6B 5R3; Tel: (604) 623-4117; Fax: (604) 623-3925.

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THIRD INTERNATIONAL CONFERENCE ON ETHIC-ECOLOGICS: Relations Between Ethical Values and Social Institutions, Oct. 2 & 3, 1993, University College of Cape Breton, Sydney, NS. Professor M.A. Choudhury, Social Sciences, University College of Cape Breton, Sydney, NS. B1P 6L2; (902) 539-5300.

JOINT CONFERENCE: The International Society for Exploring Teaching Alternative and The National Centre for Post Secondary Teaching Learning Assessment (ISETA and NCTLA) announce a joint conference to explore innovative concepts in teaching to facilitate learning. This conference will reflect the shared perspective of ISETA and NCTLA. The conference, hosted by Weber State University, will be held October 7-9, 1993 in Ogden, Utah. For registration information, contact Prof. K.F. Koppelman, ISETA Secretary & Treasurer, Mathematics Department, Colorado State University, Fort Collins, CO 80523. Phone: 303/491-5456; Fax: 303/491-2161; E-mail: kfm@math.colostate.edu

NATIONAL MEETINGS: 1993, July 30-August 7, Joint Meeting of the Canadian Society of Microbiologists and the Society for Industrial Microbiologists, Western Harbour Castle Hotel, Toronto, Ontario.

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NATIONAL MEETINGS: 1993, July 30-August 7, Joint Meeting of the Canadian Society of Microbiologists and the Society for Industrial Microbiologists, Western Harbour Castle Hotel, Toronto, Ontario.

Physics, Ryerson Polytechnical Institute, Toronto, Ontario, Canada, M5B 2K3, or request further information on participation through Etnet: FCY7034@RYERSON.CA. Tel: (416) 978-5078; Ext. 7245 or Fax: (416) 978-5341.

CALL FOR PAPERS: Journal of East-West Business, New York - The Hawthorn Press, Inc., announces the forthcoming publication of the new quarterly Journal of East-West Business, scheduled for publication in Spring 1993. The journal will be published under the new International Business Press imprint. The Journal will deal with contemporary and emerging topics of business studies, strategies, development, and practice as they relate to the Russian Republic, the new Asian republics, the Eastern European republics, the Baltic republics, and business relationships between other countries of the world. For an "Instructions for Authors" brochure, contact the Editor: Stanley Palivoda, Professor, Faculty of Management, University of Calgary, Calgary, Alberta Canada T2N 1N4. (403) 220-5686; Fax: (403) 220-0056.

The Institute of Intergovernmental Relations at Queen's University has released its annual collection of articles on current issues affecting Canada's international relations. The State of the Federation, 1992, edited by Douglas and Robert Young. The price is \$20.00 per copy. To order, or for more information, please contact: The Institute of Intergovernmental Relations, Queen's University, Kingston, Ontario K7L 3N6, Phone: (613) 540-2050; Fax: (613) 540-5588.

THE INTERNATIONAL JOURNAL, Humanomics now publishing vol. 8, nos. 1-5, February, 1993. Eng. Business Publications, is calling for scholarly articles in the areas of ethico-economic, ethics and socio-economic development, ethics and

philosophy of science, philosophy of the social sciences, and economic epistemology, history of economic thought in the area of ethico-economics and related fields. Articles are not restricted by length and technical nature. Two copies of articles may be sent to the Editor: Humanomics, Department of Social Sciences, University College of Cape Breton, Sydney, NS. B1P 6L2; (902) 539-5300.



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Information on contract negotiations and settlements is distributed through the Negotiator, a monthly publication of the CAUT Collective Bargaining Cooperative.

L'information relative aux négociations collectives et aux règlements est diffusée dans le Négociateur, une publication mensuelle de la Coopérative de négociation collective de l'ACPU.

QUEEN'S UNIVERSITY
Department of Biochemistry
Faculty Positions in the Area of NMR/X-ray Crystallography

The Department of Biochemistry in the Faculty of Medicine, Queen's University, Kingston, Ontario is seeking applicants for two positions in the area of nuclear magnetic resonance (NMR) and x-ray crystallography. Support for these positions will be sought under the aegis of Phase 2 of a Development Program Grant application to the Medical Research Council of Canada. Under this scheme, MRC will provide salary support for two investigators for up to five years together with operating funds for up to three years and funds to purchase equipment. The Department of Biochemistry is well-equipped and has a core facility in protein/DNA NMR. This scheme is sponsored by a federally funded Centres of Excellence Program. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities. Closing date for applications is April 15, 1993. Candidates should send a detailed curriculum vitae and the names and telephone numbers of three referees to: Dr. T.G. Flynn, Crane Professor and Head, Department of Biochemistry, Queen's University, Kingston, Ontario, Canada K7L 3N6.

CLASSIFIED & DISPLAY ADVERTISING 1993 CLOSING DATES

ISSUE	CLASSIFIED	DISPLAY
MAY	APRIL 8	APRIL 16
JUNE	MAY 7	MAY 14

CAUT BULLETIN ACPU

Censored Administrations in the U.S.

The administrations of the following institutions have been censored by the American Association of University Professors. Further information on these censures can be obtained by writing to them at 1012 - 14th Street N.W., Suite 500, Washington D.C. 20005.

Grove City College (Pennsylvania) (March 1963, 15-24)	1963	1982
University of the Ozarks (Arkansas) Censure was voted specifically on the Board of Trustees, and not on the institution's administrative officers (December 1963, 352-59)	1963	1983
Amarillo College (Texas) (September 1967, 292-302)	1964	1983
Frank Phillips College (Texas) (December 1968, 433-38)	1964	1984
University of Central Oklahoma (March 1969, 66-77)	1965	1985
Southern Arkansas University (March 1971, 40-49)	1965	1986
Rider College (New Jersey) (March 1973, 93-100)	1966	1987
Camden County College (New Jersey) (September 1973, 356-62)	1967	1987
Virginia Community College System (April 1975, 30-38)	1967	1988
Concordia Seminary (Missouri) (April 1975, 46-59)	1968	1988
Houston Baptist University (April 1975, 60-64)	1968	1988
Murray State University (Kentucky) (December 1975, 322-28)	1968	1989
Blinn College (Texas) (April 1976, 78-82)	1968	1989
Marquette University (Wisconsin) (April 1976, 83-94)	1968	1989
University of Osteopathic Medicine and Health Sciences (Iowa) (April 1977, 82-87)	1968	1989
State University of New York (August 1977, 237-60)	1968	1990
University of Detroit Mercy (March 1978, 36-54)	1968	1990
Phillips County Community College (Arkansas) (May 1978, 93-98)	1968	1990
University of Texas of the Permian Basin (May 1979, 240-50)	1968	1992
Wingate College (North Carolina) (May 1979, 251-56)	1969	1992
Nichols College (Massachusetts) (May 1980, 207-12)	1969	1992
Bridgewater State College (Massachusetts) (April 1981, 86-95)	1970	1992
Yeshiva University (New York) (August 1981, 186-95)	1970	1992
Auburn University (May-June 1983, 24-32)	1971	1992
American International College (Massachusetts) (May-June 1983, 42-46)	1971	1992
Illinois College of Optometry (November-December 1982, 17a-23a)	1972	1992
Metropolitan Community Colleges (Missouri) (March-April 1984, 23a-32a)	1973	1992
Westminster College of Salt Lake City (Nov.-Dec. 1984, 1a-10a)	1973	1992
Southwestern Adventist College (Texas) (Jan.-Feb. 1985, 1a-9a)	1973	1992
Talladega College (Alabama) (May-June 1986, 6a-14a)	1974	1992
Southern Nazarene University (Oklahoma) (Nov.-Dec. 1986, 7a-11a)	1974	1992
The Catholic University of Puerto Rico (May-June 1987, 33-38)	1974	1992
Husson College (Maine) (May-June 1987, 45-50)	1974	1992
Hillsdale College (Michigan) (May-June 1988, 29-33)	1975	1992
University of Judaism (California) (May-June 1988, 34-40)	1975	1992
Maryland Institute College of Art (May-June 1988, 49-54)	1975	1992
Southeastern Baptist Theological Seminary (North Carolina) (May 1989, 35-45)	1976	1992
Alabama State University (May-June 1989, 46-56)	1976	1992
Concordia Theological Seminary (Indiana) (May-June 1989, 56-67)	1976	1992
The Catholic University of America (Sept.-Oct. 1989, 27-40)	1977	1992
Saint Leo College (Florida) (November-December 1989, 34-40)	1977	1992
New York University (May-June 1990, 49-56)	1978	1992
Dean Junior College (Massachusetts) (May-June 1991, 27-32)	1978	1992
Wesley College (Delaware) (May-June 1992, 24-36)	1979	1992
The New Community College of Baltimore (May-June 1992, 37-41)	1979	1992
Loma Linda University (California) (May-June 1992, 42-49)	1980	1992
Chowan College (North Carolina) (May-June 1992, 50-54)	1980	1992

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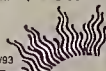
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	Toronto	From: \$507.00
	Winnipeg	From: \$699.00
	Calgary/Edmonton	From: \$739.00
	Vancouver	From: \$777.00
PARIS	Halifax	From: \$628.00
	Toronto/Montreal	From: \$569.00
	Winnipeg	From: \$750.00
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	Winnipeg	From: \$948.00
	Calgary/Edmonton/Vancouver	From: \$997.00
AMSTERDAM	Halifax/Montreal/Ottawa/Toronto	From: \$654.00
	Winnipeg	From: \$811.00
	Calgary/Edmonton/Vancouver	From: \$865.00
ZURICH	Halifax/Montreal	From: \$774.00
	Toronto	From: \$758.00
	Winnipeg	From: \$920.00
	Calgary/Edmonton	From: \$978.00
	Vancouver	From: \$998.00
VIENNA	Halifax/Montreal	From: \$794.00
	Toronto	From: \$777.00
	Calgary/Edmonton/Vancouver	From: \$995.00

OTHER LOW FARES AVAILABLE TO
MOST DESTINATIONS IN EUROPE

Ask us

* BOOKING CONDITIONS & RESTRICTIONS APPLY * AIR FARES SUBJECT TO CHANGE AND MAY BE WITHDRAWN AT ANY TIME * Not included: Canadian Transportation Tax CA\$40.00 and local Taxes where applicable E. & O.E. 02/93

UK/CONTINENTAL RAILPASSES

Rail Passes - the ultimate freedom. All passes must be purchased before leaving Canada.

EURAILPASS: unlimited first class travel \$590.00 15 Days. \$766.00 21 Days.

EURAIL	Any 5 Days within 2 Months	\$382.00	FRANCE:	Any 4 Days within 1 Month	\$279.00
FLEXIPASS:	Any 10 Days within 2 Months	\$636.00		Any 9 Days within 1 Month	\$529.00
	Any 14 Days within 2 Months	\$866.00			

EUROPEAN EASTPASS: First class rail travel in Austria, Czechoslovakia, Hungary, Poland.
Any 5 Days within 15 Days \$219.00 Any 10 Days within 1 Month \$371.00

BRITFRANCE: Rail Travel in France and Great Britain including round trip crossing of the Channel.
Any 5 Days within 15 Days \$425.00 Any 10 Days within 1 Month \$640.00

BRITRAIL: Unlimited first class travel \$339.00 8 Days. \$545.00 15 Days.

BRITRAIL FLEXIPASS:	Any 4 Days within 8 Days	\$279.00
	Any 9 Days within 15 Days	\$435.00
	Any 15 Days within 1 Month	\$676.00

SCOTRAIL PASS: Unlimited travel in Scotland on Britrail including transportation on many ferry services.
\$169.00 8 Days. \$239.00 15 Days. \$302.00 22 Days E. & O.E. 01/93

RAIL PASSES WILL BE DISCOUNTED WITH PURCHASE OF AIR TICKET TO EUROPE

Oriental Getaways

TO	FROM	
BANGKOK	Vancouver	From: \$1267.00
	Calgary/Edmonton	From: \$1399.00
	Regina/Saskatoon/Winnipeg/Thunder Bay/Toronto	From: \$1431.00
	Montreal/Ottawa	From: \$1462.00
	Halifax/Fredericton/Moncton/St. John's	From: \$1611.00
HONG KONG	Vancouver	From: \$1167.00
	Calgary/Edmonton	From: \$1351.00
	Regina/Saskatoon/Winnipeg/Thunder Bay/Toronto	From: \$1373.00
	Montreal/Ottawa	From: \$1398.00
	Halifax/Fredericton/Moncton/St. John's	From: \$1518.00
SINGAPORE/ PENANG/ KUALA LUMPUR	Vancouver	From: \$1327.00
	Calgary/Edmonton	From: \$1499.00
	Regina/Saskatoon/Winnipeg/Toronto	From: \$1621.00
	Montreal/Ottawa	From: \$1654.00
	Halifax/Fredericton/Moncton/St. John's	From: \$1681.00
TOKYO	Vancouver	From: \$1032.00
	Calgary/Edmonton	From: \$1221.00
	Regina/Saskatoon	From: \$1306.00
	Winnipeg/Toronto/Ottawa/Montreal	From: \$1413.00
	Halifax/Fredericton/Moncton	From: \$1452.00

* BOOKING CONDITIONS & RESTRICTIONS APPLY

* AIR FARES ARE SUBJECT TO CHANGE AND MAY BE WITHDRAWN AT ANY TIME

* Not included: Canadian Transportation Tax CA\$40.00 and local Taxes where applicable.

Slightly lower fares are available for passengers from the Toronto/Montreal and Vancouver area. Routings are restrictive and for some itineraries an overnight at the Asian gateway may be required. E. & O.E. 02/93

South Pacific Via Hong Kong

TO	FROM	
SYDNEY or MELBOURNE or BRISBANE or PERTH or AUCKLAND	Vancouver	From: \$1561.00
	Calgary/Edmonton	From: \$1721.00
	Regina/Saskatoon	From: \$1791.00
	Winnipeg	From: \$1851.00
	Toronto	From: \$1891.00
Ottawa/Montreal	Halifax	From: \$1989.00
	Halifax	From: \$2191.00

* BASED ON LOW SEASON AIRFARES * BOOKING CONDITIONS & RESTRICTIONS APPLY

* AIR FARES SUBJECT TO CHANGE AND MAY BE WITHDRAWN AT ANY TIME

* Not included: Canadian Transportation Tax CA\$40.00 and local Taxes E. & O.E. 02/93

South Pacific Direct

At time of preparing this bulletin the direct South Pacific fares for the Spring 1993 were unavailable. Please call us or fax us the lowest and up-to-date fares.

Random Selected Cross Canada Fares

Vancouver	- Toronto	From \$526.00	Thunder Bay	- Ottawa	From \$305.00
Calgary	- Ottawa	From \$463.00	Toronto	- Edmonton	From \$440.00
Edmonton	- Winnipeg	From \$305.00	Ottawa	- Vancouver	From \$551.00
Regina	- Toronto	From \$385.00	Montreal	- Victoria	From \$650.00
Saskatoon	- Montreal	From \$429.00	Halifax	- Edmonton	From \$728.00
Winnipeg	- Halifax	From \$538.00	St. John's	- Toronto	From \$449.00

BASED ON SPRING AIR FARES. ADVANCE BOOKING 21 DAYS, NON-REFUNDABLE, NO CHANGES. ENQUIRE ON OTHER VALUE AIR FARES TO AND FROM OTHER CANADIAN DESTINATIONS ALSO TO U.S. DESTINATION. AIR FARES SUBJECT TO CHANGE AND MAY BE WITHDRAWN AT ANY TIME.

Not included: Canadian Transportation and GST Taxes.

CHARTER FARES ARE AVAILABLE TO CERTAIN CANADIAN CITIES. E. & O.E. 02/93



Toll free line has been opened up for RESERVATIONS ONLY
1-800-361-2364. Now is the time to firm your plans up. If your booking is for a family, let us know at time of contact. We do our best price-wise in these tough times. We know every dollar counts.

Reminder

Ask us about Renault Leasing long stay rates.



CAUT/ACPU WORKSHOPS-COMMITTEE MEETINGS
CONFERENCES-CONSORTIUMS

A number of meetings are scheduled during 1992/93. If you are attending any of the above please feel free to give our Corporate Section a call for the best fare possible.

CALL: (416) 366-9774 Fax: (416) 366-1005



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INCLUDE SCHEDULED AIR SERVICE.

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(416) 366-9771 Fax (416) 366-1005 Whenever possible.
QUALITY, VALUE, AND SERVICE UNSURPASSED.

Fares subject to change.

Any or all of the above offerings may be withdrawn at anytime

